



# *Board of Regents*

## FOURTH QUARTERLY MEETING

October 23, 2015 ~ 8:00 a.m. (CDT)

*Cornelius A. Martin Regents Room*

*Mass Media & Technology Hall*



**WESTERN KENTUCKY UNIVERSITY**  
**Board of Regents ~ Fourth Quarterly Meeting**  
**October 23, 2015 – 8:00 a.m. (CDT)**  
**Mass Media & Technology Hall ~ Cornelius A. Martin Regents Room**

**AGENDA**

- Call to Order (*Mr. Frederick A. Higdon*)
  - Roll Call (*Ms. Cynthia Harris, Secretary*)
  - Approval of Minutes
    - Third Quarterly Meeting – July 24, 2015
- 

**1. ACADEMIC AFFAIRS COMMITTEE (*Dr. Phillip W. Bale*)**

**Action Items:**

- AA-1 Approval of Department of Physical Therapy [p 1]  
AA-2 Approval of Emeriti Appointments [p 2]
- 

**2. EXECUTIVE COMMITTEE (*Mr. Frederick A. Higdon*)**

**Action Item:**

- EX-1 Approval of Designated Rooms / Areas [pp 1-2]

**Information Item:**

- Retention at WKU (*Dr. Brian Meredith*)
- 

**3. FINANCE AND BUDGET COMMITTEE (*Mr. Gillard B. Johnson III*)**

**Action Item:**

- FB-1 Approval of Personnel Actions [p 1 and attached reports]
- Faculty [pp F1-F20]
  - Staff [pp S1-S15]

**Information Item:**

- General Receipts Refunding Bonds, 2015 Series A [pp 2-5]
- 

**4. OTHER BUSINESS / ANNOUNCEMENTS (*Mr. Frederick A. Higdon*)**

- Homecoming – November 7
  - Committee Meetings – December 11 at 1:00 p.m.
  - Commencement – December 12 at 9:30 a.m. / 2:00 p.m. (*Diddle Arena*)
- 

**5. ADJOURN**



**Board of Regents**  
*2015-2016 Committee Membership*

**EXECUTIVE COMMITTEE**

Mr. Frederick A. Higdon, Chair  
Dr. Melissa B. Dennison, Vice Chair  
Dr. Phillip W. Bale  
Mr. Gillard B. Johnson III  
Mr. John W. Ridley  
*Mr. J. David Porter, Ex-Officio*

**ACADEMIC AFFAIRS COMMITTEE**

Dr. Phillip W. Bale, Chair  
Dr. Barbara G. Burch  
Ms. Cynthia Harris  
Mr. Jay Todd Richey  
Dr. Tamela W. Smith

**FINANCE AND BUDGET COMMITTEE**

Mr. Gillard B. Johnson III, Chair  
Dr. Barbara G. Burch  
Mr. J. David Porter  
Mr. John W. Ridley  
Mr. Laurence J. Zielke

**STUDENT AFFAIRS COMMITTEE**

Mr. John W. Ridley, Chair  
Ms. Cynthia Harris  
Mr. J. David Porter  
Mr. Jay Todd Richey  
Dr. Tamela W. Smith

*July 24, 2015*





**WKU**<sup>®</sup>

*Board of Regents*

## **ACADEMIC AFFAIRS**

**October 23, 2015**

*Mass Media and Technology Hall  
Cornelius A. Martin Regents Room*



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**CREATION OF DEPARTMENT OF PHYSICAL THERAPY**

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**REQUEST:**

Approval to create a Department of Physical Therapy within the College of Health & Human Services, effective July 1, 2016.

**FACTS:**

Currently all faculty associated with the Doctor of Physical Therapy Program are housed in the Department of Allied Health in CHHS. It has been the university's intention to create a Department of Physical Therapy within the College of Health & Human Services once a core group of faculty had been established and the Doctor of Physical Therapy Program had become fully accredited.

With the steady growth in enrollment associated with the second and third cohorts, the program now enrolls a full complement of students (90). Concomitantly, the number of faculty associated with the program has also grown significantly, from two to seven. These faculty have made significant progress toward promotion and tenure, with five faculty members currently at the Associate or Full Professor level, two faculty members having earned tenure, and one more faculty member undergoing tenure review during the 2015-16 academic year. Thus the number and status of the faculty associated with the program has risen to a level that will assure adequate participation of faculty in the peer evaluation processes leading to promotion and tenure. All program faculty have agreed to move their tenure home to the proposed new department. The program will graduate its first class in Spring 2016, which paves the way towards formal accreditation of the program by the Commission on Accreditation in Physical Therapy Education, effective April 2016. For all these reasons, the time is now propitious to establish a Department of Physical Therapy, effective July 1, 2016.

**BUDGETARY IMPLICATIONS:**

The formation of this new department will have only a modest budgetary impact. Summer salary for the new department head will need to be identified. Some signage, letterhead, and promotional material will need to be updated and/or created. The program now enrolls 90 students and currently easily generates sufficient tuition and fee revenue to support these new expenses.

**RECOMMENDATION:**

President Gary A. Ransdell recommends the establishment of the Department of Physical Therapy within the College of Health and Human Services, effective July 1, 2016.

**MOTION:**

**Approval to establish the Department of Physical Therapy within the College of Health and Human Services, effective July 1, 2016.**

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**FACULTY EMERITUS  
APPOINTMENTS**

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**REQUEST:**

Approval of faculty emeritus status for recommended individuals.

**FACTS:**

Listed below are faculty members who have been recommended by the tenured faculty, department head, and college dean to be awarded emeritus/a status. They have served the university for at least ten years and have had distinguished records of achievement and service at the university.

**REQUEST:**

Approval of faculty emerita/emertus status for recommended individuals.

**FACTS:**

Listed below are faculty members who have been recommended by the tenured faculty, department head, and college dean to be awarded emerita/emertus status. They have served the university for at least ten years and have had distinguished records of achievement and service at the university.

***Potter College of Arts and Letters*****English**

Dr. Catherine A. Green, Professor of English, Emerita  
Dr. Loretta Murrey, Professor of English, Emerita

***College of Science and Engineering*****Architectural and Manufacturing Sciences**

Mr. Greg Mills, Professor of Architectural and Manufacturing Sciences, Emeritus

**BUDGETARY IMPLICATIONS:**

No funds requested.

**RECOMMENDATION:**

President Gary A. Ransdell recommends awarding the above individuals faculty emeritus/a status.

**MOTION:**

**Approval of faculty emerita/emertus status awarded for the recommended individuals.**





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*Board of Regents*

## **EXECUTIVE**

**October 23, 2015**

*Mass Media and Technology Hall  
Cornelius A. Martin Regents Room*



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**APPROVAL OF DESIGNATED ROOMS / AREAS**

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**REQUEST:**

Acceptance for naming the rooms/areas noted herein in honor of the contributions of those individuals designated.

**FACTS:**

Contributions received for designated areas listed below:

**Honors College-International Programs**

Room/Area:	Balcony Overlook
Location:	2 <sup>nd</sup> floor
Donor:	Mary Nixon
Room/Area Name:	<i>Balcony Overlook Generously Provided by Mary R. Nixon</i>
Room/Area:	Conference Room
Location:	1 <sup>st</sup> floor
Donor:	Greg and Becky Jones
Room/Area Name:	<i>Conference Room Generously Provided by J. Greg and Becky Jones</i>
Room/Area:	Commons (Main Lobby)
Location:	1st floor
Donor:	John and Diane Schroeder
Room/Area Name:	<i>The John C. and Diane Schroeder Commons</i>
Room/Area:	Semester at Sea Study Room
Location:	2 <sup>nd</sup> floor
Donor:	Group including: Jessica Canada, Stephen Farley, Dr. Alicia Cohea Golston, Cody Hutchins, Bernard and Eileen Strenecky, Hayley Wilkins
Room/Area Name:	<i>Semester at Sea Study Room</i> <i>Made Possible through the Generosity of these donors (see above)</i>
Room/Area:	Gatton Academy Study Room
Location:	2 <sup>nd</sup> floor
Donor:	Thomas Tyler Clark and Jennifer M. Robinson
Room/Area Name:	<i>Gatton Academy Study Room</i> <i>Made Possible through the Generosity of Thomas Tyler Clark and Jennifer M. Robinson</i>
Room/Area:	British Phone Booth
Location:	1st floor
Donor:	Don and Vicki Phillips
Room/Area Name:	<i>Made Possible by Vicki and Don Phillips in Honor of Maddie Phillips, Class of 2015</i>

Room/Area: Backyard Arcade (outdoor covered seating area)  
Location: Behind building  
Donor: John and Carolyn Ridley  
Room/Area Name: *The John W. and Carolyn Ridley Arcade*

**Academic Complex**

Room/Area: Dining Room  
Location: 2<sup>nd</sup> floor – Room 213  
Donor: Joseph and Sunshine Micatrotto  
Room/Area Name: *Micatrotto Family Dining Room*

**Gordon Ford College of Business**

Room/Area: Center for Financial Success Suite  
Location: TBD  
Donor: Marc and Vicki Satterthwaite  
Room/Area Name: *Satterthwaite Center for Financial Success Suite*

**Smith Stadium**

Room/Area: Women's Soccer Locker  
Location: 3<sup>rd</sup> floor  
Donor: Jared and Jennifer Holland  
Room/Area Name: *In Honor of Jennifer Dalby Holland (2001-05)*  
*Provided by Jennifer and Jared R. Holland*

Room/Area: Women's Soccer Locker  
Location: 3<sup>rd</sup> floor  
Donor: Donald Outerbridge  
Room/Area Name: *In Honor of Mallory Outerbridge (2007-11)*  
*Provided by Donald Outerbridge*

Room/Area: Women's Soccer Locker  
Location: 3<sup>rd</sup> floor  
Donor: Jason and Kara Neidell  
Room/Area Name: *In Honor of Lester and Joan Neidell Provided by Jason and Kara Neidell*

Room/Area: Women's Soccer Locker  
Location: 3<sup>rd</sup> floor  
Donor: Irving and Nancy Chase  
Room/Area Name: *In Honor of Catie Chase (2008) Provided by Nancy and Irving M. Chase*

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents accept the naming of the rooms/areas in honor of those individuals designated.

**MOTION:**

**To approve naming the rooms/areas as identified herein in honor of the contributions of those individuals designated.**



**WKU<sup>®</sup>**

*Board of Regents*

## **FINANCE AND BUDGET**

**October 23, 2015**

**Mass Media and Technology Hall  
*Cornelius A. Martin Regents Room***



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**PERSONNEL ACTIONS**

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**REQUEST:**

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 05/28/2015 – 08/24/2015. One-time compensation payments executed through the payroll system cover the period 06/01/2015 – 08/31/2015.

**FACTS:**

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Each action is identified by “type” and “funding source”. Stipend payments are included under a separate tab of the personnel actions report. One-time compensation payments associated with extra duties/special assignments are included in a separate report.

**BUDGETARY IMPLICATIONS:**

Funding is provided as indicated for each transaction.

**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of all faculty and staff personnel actions as referenced.

**MOTION:**

**Approve faculty and staff personnel actions.**

Completed Faculty Personnel Actions Subject to Board Approval  
Entered May 28, 2014 through August 24, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Allied Health	Roberta Darnez Pope	Instructor I	08/15/2015		48,000.00	Initial Appointment	E&G	
Art	Marilee Diane Salvator	Assistant Professor	08/15/2015		50,508.00	Initial Appointment	E&G	
Biology	Rostern Tembo	Instructor I	08/15/2015		44,004.00	Initial Appointment	E&G	
Chemistry	Sarah Jane Edwards	Instructor I	08/15/2015		40,008.00	Initial Appointment	E&G	
Computer Science	Ismail Abumuhfouz	Instructor I	08/15/2015		45,000.00	Initial Appointment	E&G	
Doctor of Physical Therapy	William Raymond Vanwyke	Assistant Professor	07/01/2015		76,008.00	Initial Appointment	E&G	
English	Trini G Stickle	Lecturer	08/15/2015		48,804.00	Initial Appointment	E&G	
Family and Consumer Sciences	Carolyn Cox	Assistant Professor	08/15/2015		52,008.00	Initial Appointment	E&G	
Family and Consumer Sciences	Soyeon Kim	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
Honors College	Ching-Hsuan Wu	Director	08/03/2015		60,000.00	Initial Appointment	Split	
Mathematics	Miriam Mahannah El-Farrah	Instructor I	08/15/2015		40,008.00	Initial Appointment	E&G	
Modern Languages	Lhousseine Guerwane	Instructor I	08/15/2015		38,772.00	Initial Appointment	E&G	
Music	Brian A St John	Assistant Professor	08/15/2015		65,004.00	Initial Appointment	FDN	
Psychology	Samuel Kim	Assistant Professor	08/15/2015		56,004.00	Initial Appointment	E&G	
Psychology	Daniel S McBride	Instructor I	08/15/2015		40,008.00	Initial Appointment	E&G	
Public Health	Jooyeon Hwang	Assistant Professor	08/15/2015		60,000.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Lee J Winchester	Visiting Assistant Professor	08/15/2015		52,008.00	Initial Appointment	RD	
School of Kinesiology, Rec. & Sport	Xin Xu	Visiting Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
School of Nursing	Maire M Blankenship	Assistant Professor	08/15/2015		70,008.00	Initial Appointment	E&G	
School of Nursing	Sara Lynn Doolin	Instructor I	08/15/2015		45,000.00	Initial Appointment	E&G	
School of Nursing	Veletta Lynn Ogaz	Instructor I	08/15/2015		68,808.00	Initial Appointment	E&G	
School of Professional Studies	Jennifer LeeAnn Brinkley	Pedagogical Asst Professor	08/15/2015		46,512.00	Initial Appointment	E&G	
School of Teacher Education	Antonia M Szymanski	Assistant Professor	08/15/2015		54,000.00	Initial Appointment	E&G	
School of University Studies	Yi Shiuan Lin	Pedagogical Asst Professor	08/15/2015		45,000.00	Initial Appointment	E&G	
Social Work	Melissa D Green	Assistant Professor	08/15/2015		52,008.00	Initial Appointment	E&G	
Social Work	Whitney R Harper	Lecturer	08/15/2015		50,808.00	Initial Appointment	E&G	
Theatre & Dance	Meghen Leigh McKinley	Visiting Instructor I	08/15/2015		38,772.00	Initial Appointment	E&G	
Theatre & Dance	Amelia A Rollings	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
Agriculture	Lindsey Berry Reynolds	Instructor I	07/01/2015	44,004.00	44,004.00	Reappointment	E&G	
Architect & Manufacturing Sciences	Brian M Janes	Instructor I	07/01/2015	40,008.00	44,004.00	Reappointment	E&G	
Biology	Michael W. Killen	Instructor I	07/01/2015	45,000.00	45,000.00	Reappointment	E&G	
Chemistry	Edwin David Stevens	Scholar-in-Residence	07/01/2015	70,200.00	70,200.00	Reappointment	Split	
Chemistry	Brooke Blairanne Williams	Instructor I	07/01/2015	35,508.00	35,508.00	Reappointment	E&G	
Combustion Lab Center Prof Services	Yan Cao	Professor	07/01/2015	68,520.00	60,600.00	Reappointment	E&G	
Communication	Kayla M. Riley	Instructor I	07/01/2015	38,772.00	38,772.00	Reappointment	E&G	
Economics	Dean Patrick Jordan	Executive-in-Residence	07/01/2015	55,560.00	55,560.00	Reappointment	E&G	
Ed Leadership Doctoral Program	Joseph P. Cangemi	Scholar-in-Residence	07/01/2015	29,412.00	29,412.00	Reappointment	E&G	
Geography & Geology	Jennifer Marie Cole	Instructor I	07/01/2015	40,512.00	40,512.00	Reappointment	E&G	
History	David Anthony Serafini	Instructor I	07/01/2015	38,256.00	38,772.00	Reappointment	E&G	
Honors College	Yang Liu	Instructor I	07/01/2015	38,664.00	39,264.00	Reappointment	E&G	
Honors College	Yandan Wang	Instructor I	07/01/2015	38,664.00	39,264.00	Reappointment	Grant	

Completed Faculty Personnel Actions Subject to Board Approval  
Entered May 28, 2014 through August 24, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Management	Mariah Danielle Yates	Executive-in-Residence	07/01/2015	56,676.00	56,676.00	Reappointment	E&G	
Modern Languages	Huiqiang Zheng	Assistant Professor (Clinical)	07/01/2015	37,503.00	50,004.00	Reappointment	E&G	
Music	Bill Russell Scott	Professor	07/01/2015	82,224.00	82,224.00	Reappointment	E&G	
Psychological Sciences	Gordon C. Baylis	Professor	07/01/2015	169,452.00	169,452.00	Reappointment	E&G	
School of Kinesiology, Rec. & Sport	Donna Lynn Hey	Instructor I	07/01/2015	42,204.00	42,204.00	Reappointment	RD	
School of Kinesiology, Rec. & Sport	Sally Lynn Hope	Instructor I	07/01/2015	42,000.00	42,000.00	Reappointment	RD	
School of Kinesiology, Rec. & Sport	Lauren Gabrielle McCoy	Visiting Assistant Professor	07/01/2015	50,508.00	50,508.00	Reappointment	RD	
School of Kinesiology, Rec. & Sport	Terry L. Obee	Instructor I	07/01/2015	46,404.00	46,404.00	Reappointment	RD	
School of Teacher Education	Kristy Lyn Cartwright	Instructor I	07/01/2015	39,276.00	39,276.00	Reappointment	E&G	
School of Teacher Education	Jeremy Ray Logsdon	Instructor I	07/01/2015	39,276.00	39,276.00	Reappointment	E&G	
School of Teacher Education	Catherine G. Poteet	Professional-In-Residence	07/01/2015	52,524.00	52,524.00	Reappointment	E&G	
School of Teacher Education	Daniel J. Super	Instructor I	07/01/2015	45,396.00	45,396.00	Reappointment	E&G	
Social Work	Allison Gibson	Instructor I	07/01/2015	48,504.00	48,504.00	Reappointment	Split	
Social Work	James D. May	Department Head	07/01/2015	105,312.00	105,312.00	Reappointment	Split	
Sociology	Christa Jane Moore	Instructor I	07/01/2015	38,772.00	38,772.00	Reappointment	E&G	
Theatre & Dance	Carol Jordan	Instructor I	07/01/2015	38,772.00	38,772.00	Reappointment	E&G	
Agriculture	Danielle Louise Berkshire	Instructor I	08/15/2015		42,000.00	Rehire	RD	
Chemistry	Stefanie A. Bragg	Instructor I	08/15/2015		40,008.00	Rehire	E&G	
Ed. Admin., Leadership & Research	Janet C Hurt	Visiting Associate Professor	08/15/2015		57,000.00	Rehire	E&G	
Engineering	Gordon P. Smith	Instructor I	08/15/2015		60,000.00	Rehire	E&G	
English	Nicolette Isabel Bruner-Olson	Visiting Scholar	08/15/2015		24,000.00	Rehire	E&G	
English	Katie O'Leary	Instructor I	08/15/2015		38,772.00	Rehire	E&G	
Management	Dana Mischelle Cosby	Pedagogical Asst Professor	08/15/2015		80,004.00	Rehire	E&G	
Public Health	Jacqueline Royce Basham	Instructor I	08/15/2015		40,008.00	Rehire	E&G	
Public Health	Steven Wayne Maddox	Instructor I	08/15/2015		47,004.00	Rehire	E&G	
School of Nursing	Tracy L Jenkins	Instructor I	08/15/2015		48,000.00	Rehire	E&G	
School of Teacher Education	Denise Medich Reetzke	Instructor I	07/01/2015		32,004.00	Rehire	E&G	
School of University Studies	Janet Karen Alford	Instructor I	08/15/2015		34,008.00	Rehire	E&G	
School of University Studies	Karen Renae Hall	Instructor I	08/15/2015		34,008.00	Rehire	E&G	
School of University Studies	Sarah R. McKinney	Instructor I	08/15/2015		35,976.00	Rehire	E&G	
Biology	Michael L. Collyer	Associate Professor	07/01/2015	55,632.00	30,480.00	Status Chg (FT to PT)	E&G	
Agriculture	Hunter O'Neal Galloway	Assistant Professor	07/01/2015	50,004.00	58,500.00	Transfer	E&G	
Allied Health	Dianna Lynn Ransdell	Instructor I	07/01/2015	38,340.00	48,000.00	Transfer	E&G	
Biology	Sneha Krishna Murthy	Instructor I	07/01/2015	36,000.00	34,200.00	Transfer	E&G	
Biology	Deborah Mudd Weisberger	Associate Professor	07/01/2015	80,376.00	65,760.00	Transfer	E&G	
Chemistry	Stuart Campbell Burris	Department Chair	07/01/2015	62,688.00	92,004.00	Transfer	E&G	
Counseling and Student Affairs	Jill Duba Sauerheber	Department Head	07/01/2015	63,108.00	100,200.00	Transfer	E&G	
Mathematics	Jennifer Lynn Howard	Instructor I	07/01/2015	40,572.00	40,008.00	Transfer	E&G	
Mathematics	Tonja Sue Miick	Instructor I	07/01/2015	40,008.00	40,008.00	Transfer	E&G	
Mathematics	Julie Flanigan Payne	Instructor I	07/01/2015	40,008.00	40,008.00	Transfer	E&G	
Mathematics	Leslie Ford Plumlee	Instructor I	07/01/2015	38,244.00	44,004.00	Transfer	E&G	



Completed Faculty Personnel Actions Subject to Board Approval  
Entered May 28, 2014 through August 24, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Mathematics	Janette B. Wilson	Instructor I	07/01/2015	40,008.00	44,004.00	Transfer	E&G	
Modern Languages	Yerty Marcela Vandermolen	Instructor I	07/01/2015	38,772.00	38,772.00	Transfer	E&G	
Physics & Astronomy	Keith Andrew	Professor	07/01/2015	91,740.00	91,740.00	Transfer	E&G	
Physics & Astronomy	Jason Robert Boyles	Assistant Professor	07/01/2015	47,508.00	44,004.00	Transfer	E&G	
Physics & Astronomy	Emslie, A. Gordon	Professor	08/24/2015	231,468.00	231,468.00	Transfer	E&G	
Physics & Astronomy	Emslie, A. Gordon	Professor	12/01/2015	231,468.00	208,332.00	Transfer	E&G	
Physics & Astronomy	Ting-Hui Lee	Instructor I	07/01/2015	40,008.00	46,008.00	Transfer	E&G	
Psychological Sciences	Leslie Lee Baylis	Associate Professor	07/01/2015	85,008.00	69,552.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Amanda Lynn Salyer-Funk	Instructor I	07/01/2015	50,004.00	50,004.00	Transfer	E&G	
School of Nursing	Rhonda Brooks Quenzer	Instructor I	07/01/2015	45,000.00	45,000.00	Transfer	E&G	
Social Work	Laura Helen Bain-Seibo	Instructor I	07/01/2015	45,000.00	50,004.00	Transfer	E&G	
Social Work	Kellye Marie McIntyre	Instructor I	08/15/2015	48,444.00	50,004.00	Transfer	E&G	
Management	Feng Helen Liang	Assistant Professor	07/01/2015	94,956.00	105,960.00	Salary Increase	E&G	OTHSI
Architect & Manufacturing Sciences	Kenneth Brent Askins	Professor	07/01/2015	89,508.00	76,092.00	Salary Decrease	E&G	
Combustion Lab Center Prof Services	Yan Cao	Professor	06/01/2015	120,000.00	68,520.00	Salary Decrease	Split	
Gordon Ford College of Business	H. Randall Capps	Scholar-In-Residence	07/01/2015	47,508.00	28,500.00	Salary Decrease	E&G	

Explanation for Salary Increases Greater Than \$5,000	
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Feng Helen Liang	Per Dr. Liang's appointment letter: "...At the point in time that your research record results in a GFCB Academically Qualified designation, you are eligible for a market base salary adjustment of \$11,000 on the next July 1st date."
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**Funding Source Codes:**

**E&G** - Education and General

**Grant** - Grant Funded

**Aux** - Auxiliary

**RD** - Revenue Dependent

**Split** - Split between sources

**FDN** - Foundation

**Salary Increase Codes:**

**ADDED** - Added Duties

**DEGRE** - Degree

**DFMCP** - Dept of Facilities Mgmt Career Path Program

**MKTEQ** - Market Equity

**MSGIN** - Minimum Salary Grade Increase

**REORG** - Departmental Reorganization

**OTHSI** - Other Salary Increase

**Action Definitions:**

**INITIAL APPOINTMENT** - Used when an employee is added to payroll for the first time.

**REAPPOINTMENT** - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.

**REHIRE** - Used when an employee is rehired following a separation from WKU.

**REHIRE OF A RETIREE** - Used when a WKU retired employee is rehired.

**ADDED DUTIES** - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.

**DEGREE** - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.

**DFMCP** - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.

**MARKET/EQUITY INCREASE** - Used when an employee receives a salary increase as the result of market or equity factors.

**MSGIN** - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.

**OTHER SALARY INCREASE** - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.

**FISCAL YEAR RATE INCREASE** - Used when a rate increase is effective July 1.

**RECLASSIFICATION** - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.

**REORGANIZATION** - Used when an employee receives a salary increase as the result of a departmental reorganization.

**FISCAL YEAR SALARY INCREASE** - Used when a salary increase is effective on July 1.

**STATUS CHANGE** - used when an employee changes part time/full time status or temporary/ongoing status.

**TRANSFER** - Used when an employee moves from one position to another position regardless of department and/or salary change.

**STIPEND** - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities



Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
21st Century Media - POD	Brian David Elliott	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
Academic Support	Ruth M. Stewart	08/24/2015	12/31/2015	5,696.00	Reappointment	E&G
Allied Health	Kenneth J Dennison	08/24/2015	12/31/2015	5,640.00	Reappointment	RD
Allied Health	James B. Williams	08/24/2015	12/31/2015	1,228.00	Reappointment	E&G
Allied Health	James B. Williams	11/01/2015	12/31/2015	614.00	Reappointment	E&G
Allied Health	James B. Williams	11/01/2015	12/31/2015	5,000.00	Initial Appointment	E&G
Allied Health	Joshua L Willoughby	08/24/2015	12/31/2015	3,384.00	Initial Appointment	E&G
Art	Heather Nicole Helm	08/24/2015	12/31/2015	2,136.00	Initial Appointment	E&G
Center for Gerontology	Patrice Blanchard	07/01/2015	7/31/2015	1,875.00	Reappointment	E&G
Chemistry	Chad A. Snyder	06/01/2015	7/31/2015	7,500.00	Reappointment	E&G
Chemistry	Chad A. Snyder	07/01/2015	7/31/2015	2,280.00	Reappointment	E&G
Commonwealth School	Tina Louise Barnt	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Commonwealth School	Andrew R. Hensley	08/24/2015	10/31/2015	2,280.00	Reappointment	E&G
Communication	Ian A. Brandon	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Communication	Jessica Trent Byers	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
Communication	Sabine Chai	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Communication	Gerald Dean Gifford	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Communication	Tori Michelle Henninger	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Communication	Christopher B. Joffrion	08/24/2015	12/31/2015	6,408.00	Initial Appointment	E&G
Communication	Carl L. Kell	08/24/2015	12/31/2015	4,500.00	Reappointment	E&G
Communication	Heather C. Lashley	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
Communication	Leslie Ann McCoy	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Communication	Cayla Shae Rios	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	06/01/2015	6/30/2015	1,840.00	Reappointment	E&G
Communication	Lauren Michelle Willian	08/24/2015	12/31/2015	5,076.00	Reappointment	E&G
Communication	Larry James Winn	08/24/2015	12/31/2015	4,500.00	Reappointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	07/01/2015	7/31/2015	3,560.00	Initial Appointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Sylvia Rae Boyd	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	07/01/2015	7/31/2015	3,560.00	Initial Appointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	07/01/2015	7/31/2015	712.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	07/01/2015	12/31/2015	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	07/01/2015	7/31/2015	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/24/2015	12/31/2015	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	07/01/2015	7/31/2015	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	07/01/2015	7/31/2015	4,272.00	Initial Appointment	E&G
Communication Sciences & Disorders	Carah Lindsay Summers	07/01/2015	7/31/2015	3,681.00	Initial Appointment	E&G
Communication Sciences & Disorders	Amanda Johnson Talley	07/01/2015	7/31/2015	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Tracy Pendley Wilson	07/01/2015	7/31/2015	2,848.00	Reappointment	E&G
Counseling and Student Affairs	Ursula Monique Robinson-Wright	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Diversity & Community Studies	Shaylin Nichole Gimborys	08/24/2015	10/31/2015	1,692.00	Reappointment	E&G
Diversity & Community Studies	Shaylin Nichole Gimborys	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Diversity & Community Studies	Kimberly Joy Sauder	11/01/2015	12/31/2015	2,280.00	Reappointment	E&G
Doctor of Physical Therapy	Sharon Donovan Coffman	07/01/2015	7/31/2015	7,650.00	Reappointment	E&G
Doctor of Physical Therapy	Emily G Davenport	07/13/2015	7/31/2015	3,000.00	Initial Appointment	E&G
Doctor of Physical Therapy	Kevin J Lawrence	06/08/2015	7/31/2015	6,030.00	Initial Appointment	E&G
Doctor of Physical Therapy	Kevin J Lawrence	07/01/2015	7/31/2015	6,030.00	Reappointment	E&G
Dual Credit	Sarah Elsa Freeman	06/01/2015	6/30/2015	2,136.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	06/01/2015	6/30/2015	1,692.00	Reappointment	RD
Dual Credit	Sarah Marie Smith	08/24/2015	12/31/2015	1,692.00	Reappointment	RD
Economics	Matthew Thomas Bogard	08/24/2015	12/31/2015	2,700.00	Reappointment	E&G
Ed. Admin., Leadership & Research	James Stanley Flynn	07/13/2015	7/31/2015	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Kelly Anne Foster	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Thomas W Heaney	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Miliska M. Knauff	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Brent M. Vanmeter	06/01/2015	6/30/2015	2,280.00	Reappointment	E&G
Educational Opportunity Center	Rita Rose Meredith	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Engineering	Yi-Tin Wang	06/15/2015	8/31/2015	4,500.00	Initial Appointment	E&G
English	Marie Guthrie	06/01/2015	6/30/2015	2,280.00	Reappointment	E&G
English	Rebecca Lauren Hallman	07/01/2015	7/31/2015	1,692.00	Reappointment	E&G
English	Logan Matthew Hudspeth	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
English	Byron S Millard	08/24/2015	12/31/2015	3,384.00	Initial Appointment	E&G
English	Mari Beth Stanley	06/01/2015	6/30/2015	2,136.00	Reappointment	E&G
English	Elizabeth M. Weixel	06/01/2015	7/31/2015	2,280.00	Reappointment	E&G
ESLI	Dawn Marie Winters	07/01/2015	7/31/2015	2,136.00	Reappointment	E&G
Extended Learning & Outreach (DELC	SueAnn Strom	06/01/2015	12/31/2015	2,280.00	Reappointment	E&G
Extended Learning & Outreach (DELC	SueAnn Strom	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Lisa Marie Dix	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
Family and Consumer Sciences	Wendy Marie Kublin	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Family and Consumer Sciences	Richard Frederick Patterson	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Diane J. Sprowl	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Jamie Elizabeth Cole Wall	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Geography & Geology	Paul Grady Dixon	06/01/2015	6/30/2015	1,520.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	08/24/2015	12/31/2015	2,600.00	Initial Appointment	E&G
Interdisciplinary Studies	Martha Ann Topmiller	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Journalism & Broadcasting	Christopher Robert Terry	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Kentucky Museum	John Bryan LeSieur	08/24/2015	12/31/2015	2,256.00	Reappointment	E&G
Kentucky Museum	John Bryan LeSieur	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Liberal Arts & Science	Raymond L. Cravens	08/24/2015	12/31/2015	9,000.00	Reappointment	E&G
Liberal Arts & Science	Beverly Kay Fulkerson	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Liberal Arts & Science	Jill Darlene Harmon	08/24/2015	12/31/2015	1,840.00	Initial Appointment	E&G
Liberal Arts & Science	Jill Darlene Harmon	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Liberal Arts & Science	Thomas R. Wells	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Liberal Arts & Science	Jonathan David Word	06/01/2015	12/31/2015	2,136.00	Reappointment	E&G
Liberal Arts & Science	Jonathan David Word	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Management	David Thomas Sparks	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Philosophy & Religion	Samuel C McMyler	08/24/2015	12/31/2015	5,520.00	Reappointment	E&G
Philosophy & Religion	Judy R. Russell	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
Professional Studies	Daniel Colin Tucker Curry	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrack	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
Psychology	Sarah Elizabeth Humphreys	08/24/2015	12/31/2015	2,824.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Psychology	Sara B. Murphy	08/24/2015	12/31/2015	2,136.00	Initial Appointment	E&G
Psychology	Margaret Annelle White	07/01/2015	12/31/2015	1,800.00	Reappointment	E&G
Psychology	Margaret Annelle White	08/24/2015	12/31/2015	4,272.00	Reappointment	RD
Public Health	Rebecca Lynn Bruce	06/01/2015	7/31/2015	2,000.00	Reappointment	E&G
Public Health	Rebecca Lynn Bruce	08/24/2015	12/31/2015	6,840.00	Reappointment	E&G
Public Health	Dennis R. Chaney	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
Public Health	David C. Duncan	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Public Health	Kelsey Jo Haislip	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
Public Health	Michelle Cheriane Reece	07/01/2015	7/31/2015	2,280.00	Initial Appointment	E&G
Public Health	David Stumbo	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Carrie Lynn Barnette	08/25/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thomas W. Compton	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	08/24/2015	12/31/2015	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James R. Honaker	08/24/2015	10/31/2015	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Craig Alan Morehead	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	08/24/2015	12/31/2015	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	11/01/2015	12/31/2015	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	08/24/2015	12/31/2015	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	11/01/2015	12/31/2015	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	08/24/2015	10/31/2015	1,227.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	08/24/2015	12/31/2015	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	11/01/2015	12/31/2015	614.00	Reappointment	E&G
School of Nursing	Janay Smith Atkinson	08/24/2015	10/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Matthew Tyler Atkinson	08/24/2015	12/31/2015	5,000.00	Reappointment	E&G
School of Nursing	Matthew Tyler Atkinson	08/24/2015	12/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Matthew Tyler Atkinson	11/01/2015	12/31/2015	5,000.00	Reappointment	E&G
School of Nursing	Sheila Annette Barrett	08/24/2015	12/31/2015	14,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	08/24/2015	12/31/2015	2,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	08/24/2015	12/31/2015	2,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	08/24/2015	12/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Laurie Ann Brown	08/24/2015	12/31/2015	6,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	08/24/2015	10/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Mark Wallace Flener	08/24/2015	12/31/2015	7,000.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing	Cory Stewart Gearlds	08/24/2015	12/31/2015	6,000.00	Initial Appointment	E&G
School of Nursing	Lena Marie Gokey	08/24/2015	12/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Sarah Herrington Harrison	08/24/2015	12/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Melinda C. Joyce	08/24/2015	12/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Melinda C. Joyce	08/24/2015	12/31/2015	4,000.00	Reappointment	E&G
School of Nursing	Joyce Sue Dearing Keel	08/24/2015	12/31/2015	7,500.00	Reappointment	E&G
School of Nursing	Freda Y Meador	08/24/2015	12/31/2015	9,000.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	08/24/2015	12/31/2015	3,000.00	Reappointment	E&G
School of Nursing	April Louise Riney	08/24/2015	12/31/2015	12,000.00	Initial Appointment	E&G
School of Nursing	Heather Joyce Scarborough	08/24/2015	12/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Kimberly Stratton Skipworth	08/24/2015	12/31/2015	7,000.00	Initial Appointment	E&G
School of Nursing	Tracey Wheeler Toms	08/24/2015	12/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Kelly Ann Watson	08/24/2015	12/31/2015	7,000.00	Reappointment	E&G
School of Nursing	Sarah Blackburn Woodall	06/01/2015	6/30/2015	2,700.00	Reappointment	E&G
School of Nursing - Growth Budget	Kelly Wright Buchanan	08/24/2015	12/31/2015	7,000.00	Initial Appointment	E&G
School of Professional Studies	Michael A Armstead	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Professional Studies	Charles Baker	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
School of Professional Studies	Slone H. Cansler	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
School of Professional Studies	Gregg T. Cobb	09/01/2015		2,136.00	Reappointment	E&G
School of Professional Studies	Sakiba Dzelil	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
School of Professional Studies	Susan Mary Fleschner	06/01/2015	7/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Kristin Elizabeth Line Froedge	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
School of Professional Studies	Kevin Thomas Neal	11/01/2015	12/31/2015	1,840.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
School of Teacher Education	Laura S. Crafton	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Laura S. Crafton	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Erica Celeste Cutright	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Justin Lee Mathews	08/24/2015	12/31/2015	2,848.00	Reappointment	E&G
School of Teacher Education	Laura J. Pillow	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Keely Blair P'Pool	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
School of Teacher Education	Ashley Hannan Vincent	08/24/2015	12/31/2015	2,136.00	Initial Appointment	E&G
School of Teacher Education	Wesley Amos Waddle	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
School of University Studies	Vivian Pearl Baker	08/24/2015	12/31/2015	5,520.00	Reappointment	E&G
School of University Studies	Keshia Renea Cagle	08/24/2015	12/31/2015	3,384.00	Initial Appointment	E&G
School of University Studies	Lisa M. Carnes	08/24/2015	12/31/2015	5,520.00	Reappointment	E&G
School of University Studies	Laurel Coffey	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of University Studies	Kathy Sue Douglas	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
School of University Studies	Dero D. Downing	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/24/2015	12/31/2015	4,294.00	Reappointment	E&G



Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of University Studies	Elizabeth Hicks	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
School of University Studies	Sara Lauren Jones	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
School of University Studies	Lauren R Martinez	08/24/2015	12/31/2015	2,454.00	Reappointment	E&G
School of University Studies	Diana Lynne McQuady	08/24/2015	12/31/2015	4,908.00	Reappointment	E&G
School of University Studies	Rebecca M. Painter	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of University Studies	Constance J Waggoner	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
School of University Studies	Janis Ann Watt	07/01/2015	12/31/2015	2,136.00	Reappointment	E&G
School of University Studies	Janis Ann Watt	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
School of University Studies	Cathy Sue Waugh	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
School of University Studies	Zehra Ahmed Yousofi	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
Social Work	Catherine Bowers	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Social Work	Heather Hazelwood Dausman	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Social Work	Christina Robin Donahue	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Social Work	Christina Robin Donahue	08/24/2015	12/31/2015	2,136.00	Reappointment	RD
Social Work	Rudolph Garcia	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Social Work	Kevin Nathaniel Garvin	06/01/2015	7/31/2015	2,280.00	Reappointment	RD
Social Work	Sherry Lynn Litchfield	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Social Work	Julie Beth McCoy	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Social Work	Misty D Roeder	08/24/2015	12/31/2015	2,136.00	Initial Appointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	06/01/2015	6/30/2015	2,136.00	Reappointment	E&G
Theatre & Dance	James Lee Brown	07/01/2015	7/31/2015	4,500.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	08/24/2015	12/31/2015	4,500.00	Reappointment	E&G
Theatre & Dance	Kylene Nicole Stephens	08/24/2015	12/31/2015	3,384.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	Linda G. Howard	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Mary Dale Norcaust	08/24/2015	12/31/2015	2,764.00	Reappointment	E&G
WKU - E-town/Fort Knox	Sophia A Sweeney	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Glasgow	Johnny Derk Belcher	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
WKU - Glasgow	Mark Vaughn Biggers	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Blevins	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Blevins	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	06/01/2015	6/30/2015	2,280.00	Reappointment	RD
WKU - Glasgow	Starla M. Buckley	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	08/24/2015	12/31/2015	3,409.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/24/2015	12/31/2015	2,781.00	Reappointment	E&G
WKU - Glasgow	Freeman Clay Powell	08/24/2015	12/31/2015	2,781.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/24/2015	12/31/2015	3,184.00	Reappointment	E&G
WKU - Glasgow	Cynthia Lavern Westmoreland	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
WKU - Glasgow	Geoffrey Allen Wigner	08/24/2015	12/31/2015	3,990.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	08/24/2015	12/31/2015	6,342.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	08/24/2015	12/31/2015	5,768.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Owensboro	Linda B. Domerese	08/24/2015	12/31/2015	3,488.00	Reappointment	E&G
WKU - Owensboro	Rebecca Rae Eggers	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	08/27/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	06/01/2015	7/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	07/01/2015	7/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	07/01/2015	7/31/2015	2,280.00	Reappointment	RD
WKU - Owensboro	Leesa K. Moman	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Kathleen Ann Mowers	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/24/2015	12/31/2015	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Owensboro	Veena Sallan	06/01/2015	6/30/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G

Department	Name	Start Date	End Date	Amount	Source
Accounting	Yining Chen	7/1/2015	6/30/2016	16,008.00	FDN
Allied Health	Dianna Lynn Ransdell	7/1/2015	6/30/2016	4,008.00	E&G
Department of Marketing	Lukas Forbes	7/1/2015	6/30/2016	4,008.00	FDN
Department of Marketing	Lukas Forbes	7/1/2015	6/30/2016	4,008.00	E&G
Department of Marketing	Patricia R. Todd	7/1/2015	6/30/2016	6,504.00	FDN
Economics	Mary Catherine Carey	7/1/2015	6/30/2016	2,004.00	E&G
Economics	Brian Kent Strow	7/1/2015	6/30/2016	15,000.00	FDN
Economics	Dennis P. Wilson	7/1/2015	6/30/2016	2,004.00	E&G
Family and Consumer Sciences	Jane Howard Simmons	7/1/2015	6/30/2016	9,000.00	E&G
Family and Consumer Sciences	Travis K. Wilson	6/1/2015	6/30/2016	13,767.00	E&G
Finance	Kam C. Chan	7/1/2015	6/30/2016	23,568.00	FDN
Finance	Indudeep S. Chhachhi	7/1/2015	6/30/2016	4,008.00	FDN
Finance	Andrew James Head	7/1/2015	6/30/2016	2,004.00	E&G
Finance	Ronald A Rhoades	7/1/2015	6/30/2016	2,004.00	E&G
Folk Studies & Anthropology	Susan Erika Brady	8/15/2015	12/16/2015	7,500.00	E&G
Gordon Ford College of Business	Michelle White Trawick	7/1/2015	6/30/2016	5,004.00	FDN
Honors College	Audra Renee Jennings	7/1/2015	6/30/2016	10,008.00	E&G
Honors College	Ching-Hsuan Wu	8/3/2015	8/31/2015	2,222.00	Grant
Honors College	Ching-Hsuan Wu	8/3/2015	5/31/2016	13,668.00	Grant
Information Systems	Thaddeus Reed Crews	7/1/2015	6/30/2016	900.00	FDN
Information Systems	Evelyn Holmes Thrasher	7/1/2015	6/30/2016	3,000.00	E&G
Management	Ismail Civelek	7/1/2015	6/30/2016	6,504.00	FDN
Management	Cecile Wilson Garmon	7/1/2015	6/30/2016	15,000.00	FDN
Management	Whitney Oliver Peake	7/1/2015	6/30/2016	15,000.00	FDN
Management	Paula Wurth Potter	7/1/2015	6/30/2016	4,008.00	FDN
Management	Robert Allen Reber	7/1/2015	6/30/2016	8,004.00	E&G
Management	Michael Shane Spiller	7/1/2015	6/30/2016	3,000.00	E&G
Physics & Astronomy	Michael T. Carini	7/1/2015	12/31/2015	10,644.00	E&G
Public Health	Vijay Golla	8/1/2015	8/31/2015	2,540.00	E&G
Public Health	Vijay Golla	8/1/2015	6/30/2016	9,000.00	E&G
School of Nursing	Kimberly W. Harris	7/1/2015	6/30/2016	6,000.00	E&G
School of Nursing	Lora Wills Moore	7/1/2015	6/30/2016	6,000.00	E&G
School of University Studies	Lee D. Emanuel	7/1/2015	7/31/2015	3,063.00	E&G
School of University Studies	Lee D. Emanuel	8/1/2015	8/31/2015	1,531.00	E&G
School of University Studies	Elizabeth D. Hall	6/1/2015	8/31/2015	4,269.00	E&G
Social Work	Patricia L. Desrosiers	7/1/2015	6/30/2016	10,500.00	E&G
Social Work	Dana June Sullivan	7/1/2015	6/30/2016	10,500.00	E&G

Meeting Date: October 23, 2015

Completed Faculty Stipend Actions Subject to Board Approval  
Entered May 28, 2015 through August 24, 2015

Sociology	Gerhard K. Daday	7/1/2015	6/30/2016	19,380.00	RD
Student Radio	Jeanine Marie Cherry	9/1/2015	11/30/2015	1,200.00	E&G
University College	Michelle Sharmaine Hollis	7/1/2015	6/30/2016	10,500.00	E&G
University College	Michelle Sharmaine Hollis	7/1/2015	7/31/2015	4,500.00	E&G



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Alumni Relations	Martha M. Day	Associate Professor	8/31/2015	1,500.00	Awards	FDN
Alumni Relations	Alison Louise Langdon	Associate Professor	8/31/2015	1,500.00	Awards	FDN
Alumni Relations	Maria Eve Main	Associate Professor	8/31/2015	1,500.00	Awards	FDN
Alumni Relations	Yvonne Petkus	Professor	8/31/2015	1,500.00	Awards	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Associate Professor	6/30/2015	100.00	Awards	E&G
Center for Gifted Studies	Amanda Jo Ayer Brooks	Instructor I	6/30/2015	800.40	Consulting	RD
Center for Gifted Studies	Jennifer Dawn Cribbs	Assistant Professor	7/31/2015	3,000.00	Consulting	FDN
Center for Gifted Studies	James B. Fulkerson	Instructor I	6/30/2015	2,400.00	Consulting	RD
Center for Gifted Studies	Jeffrey Michael Galloway	Instructor I	7/31/2015	3,000.00	Consulting	FDN
Center for Gifted Studies	Jerod Hollyfield	Assistant Professor	7/31/2015	3,000.00	Consulting	RD
Center for Gifted Studies	Walter B. Kessler	Department Head	7/31/2015	300.00	Consulting	RD
Center for Gifted Studies	Catherine G. Poteet	Professional-In-Residence	7/31/2015	1,932.00	Consulting	FDN
Center for Gifted Studies	Chad A. Snyder	Associate Professor	6/30/2015	1,200.00	Consulting	RD
Dean College of Education	Pamela M. Jukes	Professor	8/31/2015	300.00	Consulting	Grant
Public Health	Ritchie Don Taylor	Associate Professor	7/31/2015	1,149.00	Consulting	Grant
School of Teacher Education	Robin Latrice Ayers	Instructor I	6/30/2015	160.00	Consulting	Grant
School of Teacher Education	Lauren E. Bland	Associate Professor	6/30/2015	320.00	Consulting	Grant
School of Teacher Education	Nancy Armstrong Button	Instructor I	6/30/2015	480.00	Consulting	Grant
School of Teacher Education	Miwon Choe	Associate Professor	6/30/2015	320.00	Consulting	Grant
School of Teacher Education	Janice C. Davenport	Professional-In-Residence	6/30/2015	160.00	Consulting	Grant
School of Teacher Education	Martha M. Day	Associate Professor	6/30/2015	320.00	Consulting	Grant
School of Teacher Education	Christopher G. Groves	Professor	7/31/2015	800.00	Consulting	Grant
School of Teacher Education	Pamela M. Jukes	Professor	6/30/2015	480.00	Consulting	Grant
School of Teacher Education	Lisa D. Murley	Associate Professor	6/30/2015	320.00	Consulting	Grant
School of Teacher Education	Catherine G. Poteet	Professional-In-Residence	6/30/2015	480.00	Consulting	Grant
School of Teacher Education	Julia Link Roberts	Professor	6/30/2015	160.00	Consulting	Grant
School of Teacher Education	Melissa Irene Rudloff	Professional-in-residence	6/30/2015	480.00	Consulting	Grant
School of Teacher Education	Joseph Newton Stites	Assistant Professor	6/30/2015	160.00	Consulting	Grant
School of Teacher Education	Rico T. Tyler	Professional-In-Residence	6/30/2015	800.00	Consulting	Grant
South Central AHEC	Rachel E. Leer	Instructor I	6/30/2015	250.00	Consulting	Grant
South Central AHEC	Lester L. Pesterfield	Professor	6/30/2015	1,275.00	Consulting	Grant
South Central AHEC	Chad A. Snyder	Associate Professor	6/30/2015	500.00	Consulting	Grant
South Central AHEC	Wieb Vandermeer	Professor	6/30/2015	1,275.00	Consulting	Grant
Engineering	Christopher Edward Byrne	Professor	6/30/2015	3,000.00	Overload	E&G
Engineering	Robert E. Choate	Professor	6/30/2015	3,000.00	Overload	E&G
Engineering	Matthew A. Dettman	Professor	6/30/2015	3,000.00	Overload	E&G
Engineering	Henry Joel Lenoir	Professor	6/30/2015	6,000.00	Overload	E&G
Engineering	Shane M. Palmquist	Associate Professor	6/30/2015	3,000.00	Overload	E&G
Social Work	Janelle Anne Peeler	Instructor	6/30/2015	3,000.00	Overload	E&G
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	7/31/2015	3,000.00	Supplemental Pay	FDN
21st Century Media - POD	Phebe Pam Johnson	Professor	7/31/2015	5,900.00	Supplemental Pay	FDN
21st Century Media - POD	Victoria Leigh LaPoe	Assistant Professor	7/31/2015	2,000.00	Supplemental Pay	E&G
21st Century Media - POD	Kerry Northrup	Professional-in-Residence	7/31/2015	5,000.00	Supplemental Pay	E&G
21st Century Media - POD	Richard Taylor	Assistant Professor	7/31/2015	1,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Accounting	Allen K. Hunt	Assistant Professor	7/31/2015	5,000.00	Supplemental Pay	E&G
Allied Health	Wendi J. Hulsey	Instructor I	8/31/2015	525.00	Supplemental Pay	E&G
Applied Physics Institute - POD	Vladimir Dobrokhoto	Associate Professor	8/31/2015	1,371.72	Supplemental Pay	Grant
Arch Resource Center -Prof Services	Neal Edward Downing	Professor	8/31/2015	150.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Professor	6/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Professor	7/31/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Professor	8/31/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteval Oregon	Assistant Professor	6/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteval Oregon	Assistant Professor	7/31/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteval Oregon	Assistant Professor	8/31/2015	4,250.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	6/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	7/31/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	8/31/2015	1,000.00	Supplemental Pay	RD
Award - OCSE, Dean's Office	Kenneth Brent Askins	Professor	8/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Scott W. Bonham	Associate Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Stuart Campbell Burris	Department Chair	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Mark Edward Cambron	Professor	8/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Eric D. Conte	Professor	6/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Fred John DeGraves	Assistant Professor	8/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Neal Edward Downing	Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Becky A. Gilfillen	Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Gregory B. Goodrich	Associate Professor	7/31/2015	200.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Daniel Dow Jackson	Associate Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Stephen Andrew King	Associate Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Matthew J. Nee	Associate Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Matthew J. Nee	Associate Professor	8/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Hideko Norman	Instructor I	8/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Shane M. Palmquist	Associate Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Shane M. Palmquist	Associate Professor	8/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Lester L. Pesterfield	Professor	6/30/2015	250.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Nancy Ayers Rice	Associate Professor	6/30/2015	500.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Amber Nicole Schroeder	Assistant Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Matthew Clinton Shake	Assistant Professor	7/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Michael E. Smith	Associate Professor	6/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Chad A. Snyder	Associate Professor	6/30/2015	500.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Ajay Srivastava	Assistant Professor	6/30/2015	250.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Michael Kent Stokes	Professor	8/31/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Wieb Vandermeer	Professor	6/30/2015	500.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Aaron L. Wichman	Associate Professor	7/31/2015	100.00	Supplemental Pay	E&G
Career & Workforce Development	Karin M. Egloff	Professor	6/30/2015	300.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	6/30/2015	900.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	8/31/2015	170.00	Supplemental Pay	RD
Career & Workforce Development	Ronald L. Mitchell	Associate Professor	8/31/2015	900.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	6/30/2015	2,250.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CFL - Social Work	James D. May	Department Head	6/30/2015	3,375.00	Supplemental Pay	RD
CFL - Social Work	James D. May	Department Head	7/31/2015	3,375.00	Supplemental Pay	RD
CFL - Social Work	James D. May	Department Head	8/31/2015	3,250.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	6/30/2015	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	7/31/2015	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	8/31/2015	500.00	Supplemental Pay	RD
Commencement	Gary Thomas Schallert	Professor	6/30/2015	450.00	Supplemental Pay	E&G
Commencement	Marshall L. Scott	Professor	6/30/2015	150.00	Supplemental Pay	E&G
Commencement	Joseph Newton Stites	Assistant Professor	6/30/2015	150.00	Supplemental Pay	E&G
Communication Disorders - NY	Jo L. Shackelford	Assistant Professor	6/30/2015	2,250.00	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Carol B. Bradford	Instructor	6/30/2015	2,625.00	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	6/30/2015	838.75	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	6/30/2015	300.00	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	8/31/2015	300.00	Supplemental Pay	RD
Dean Ogden College	Lester L. Pesterfield	Professor	6/30/2015	8,584.00	Supplemental Pay	E&G
Dean Potter College	Helen Mae Sterk	Department Head	8/31/2015	500.00	Supplemental Pay	E&G
DELO - MBA	John Paul Baker	Assistant Professor	6/30/2015	4,000.00	Supplemental Pay	RD
DELO - MBA	Joshua HERNBERGER	Assistant Professor	6/30/2015	4,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	6/30/2015	4,000.00	Supplemental Pay	RD
Department of Marketing	Lukas Forbes	Associate Professor	7/31/2015	5,000.00	Supplemental Pay	FDN
Department of Marketing	Timothy G. Hawkins	Assistant Professor	6/30/2015	5,000.00	Supplemental Pay	E&G
Department of Marketing	Gregory T McAmis	Assistant Professor	6/30/2015	5,000.00	Supplemental Pay	E&G
Department of Marketing	Patricia R. Todd	Associate Professor	6/30/2015	4,000.00	Supplemental Pay	E&G
Director of Athletics	Jeffrey R. Bright	Associate Professor	7/31/2015	2,000.00	Supplemental Pay	E&G
Distance Learning	John David All	Associate Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Audrey L. Anton	Assistant Professor	8/31/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Vicki Susan Bagwell	Associate Professor	8/31/2015	750.00	Supplemental Pay	RD
Distance Learning	Daniel P. Boden	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Christopher Lloyd Brown	Chair	8/31/2015	750.00	Supplemental Pay	RD
Distance Learning	Kathy C. Croxall	Associate Professor	6/30/2015	750.00	Supplemental Pay	RD
Distance Learning	Lloyd Guy Davies	Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Anthony Mark Doggett	Associate Professor	6/30/2015	398.27	Supplemental Pay	RD
Distance Learning	Gary M. English	Department Head	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Elizabeth D. Hall	Associate Professor	8/31/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Anthony A. Harkins	Associate Professor	8/31/2015	750.00	Supplemental Pay	RD
Distance Learning	Xiaoxia Huang	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Kumi Ishii	Associate Professor	8/31/2015	750.00	Supplemental Pay	RD
Distance Learning	Daniel Dow Jackson	Associate Professor	6/30/2015	364.40	Supplemental Pay	RD
Distance Learning	Muhammad P Jahan	Assistant Professor	6/30/2015	369.20	Supplemental Pay	RD
Distance Learning	Pamela M. Jukes	Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Hanna A. Khouryieh	Assistant Professor	8/31/2015	1,500.00	Supplemental Pay	RD
Distance Learning	Eric Kondratieff	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Benjamin LaPoe	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Victoria Leigh LaPoe	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Distance Learning	Lauren Nicole McClain	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Isabel Mukonyora	Associate Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Matthew J. Nee	Associate Professor	8/31/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Evelyn Montcal Oregon	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Kenneth David Payne	Associate Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Matthew Virgil Pruitt	Professor	8/31/2015	4,000.00	Supplemental Pay	RD
Distance Learning	Donna Kay Schiess	Instructor I	8/31/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Bruce Alexander Schulte	Department Head	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Doris A. Sikora	Associate Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Carnetta Charlotte Skipworth	Associate Professor	8/31/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Lynette Sue Smith	Assistant Professor	8/31/2015	916.67	Supplemental Pay	RD
Distance Learning	Brian Kent Strow	Professor	8/31/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Claudia Wood Strow	Associate Professor	8/31/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Nahed Artoul Zehr	Assistant Professor	8/31/2015	2,750.00	Supplemental Pay	RD
Diversity & Community Studies	Kristi R. Branham	Associate Professor	7/31/2015	2,250.00	Supplemental Pay	E&G
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	6/30/2015	4,500.00	Supplemental Pay	E&G
Doctor of Nursing Practice	Mary Lauretta Branstetter	Assistant Professor	7/31/2015	1,500.00	Supplemental Pay	E&G
Dual Credit	Saundra C. Ardrey	Department Head	6/30/2015	500.00	Supplemental Pay	RD
Dual Credit	Robin Latrice Ayers	Instructor I	7/31/2015	3,500.00	Supplemental Pay	RD
Dual Credit	Larry Clay Byrd	Professor	7/31/2015	4,500.00	Supplemental Pay	RD
Dual Credit	Kelly N. Conroy	Assistant Professor	6/30/2015	2,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor I	8/31/2015	1,500.00	Supplemental Pay	RD
Dual Credit	Jeanine M. Huss	Associate Professor	6/30/2015	2,000.00	Supplemental Pay	RD
Dual Credit	John E. Martin	Instructor I	7/31/2015	500.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor I	6/30/2015	2,500.00	Supplemental Pay	RD
Dual Credit	Laura Green McGee	Department Head	6/30/2015	500.00	Supplemental Pay	RD
Dual Credit	Jean E. Nehm	Associate Professor	6/30/2015	2,500.00	Supplemental Pay	RD
Dual Credit	Ke Peng	Assistant Professor	6/30/2015	3,500.00	Supplemental Pay	RD
Dual Credit	Lindsey Berry Reynolds	Instructor	7/31/2015	500.00	Supplemental Pay	RD
Dual Credit	Kayla M. Riley	Instructor	6/30/2015	200.00	Supplemental Pay	RD
Dual Credit	Jean C. Snively	Executive-in-Residence	6/30/2015	2,000.00	Supplemental Pay	RD
Dual Credit	Carrie Trojan	Associate Professor	6/30/2015	500.00	Supplemental Pay	RD
Dual Credit	Carrie Trojan	Associate Professor	7/31/2015	500.00	Supplemental Pay	RD
Dual Credit	Paula Ann Upright	Assistant Professor	6/30/2015	500.00	Supplemental Pay	RD
Dual Credit	Yertyty Marcela Vandermolen	Instructor	6/30/2015	700.00	Supplemental Pay	RD
Dual Credit	Yertyty Marcela Vandermolen	Instructor I	7/31/2015	500.00	Supplemental Pay	RD
Dual Credit	Steven Richard Wininger	Co-Department Head	6/30/2015	3,500.00	Supplemental Pay	RD
Economics	David Michael Beckworth	Associate Professor	7/31/2015	5,000.00	Supplemental Pay	E&G
Economics	Susane Leguizamon	Assistant Professor	6/30/2015	5,000.00	Supplemental Pay	E&G
Engineering Mfg. Commerce Ctr	Stacy Wilson	Professor	7/31/2015	9,981.47	Supplemental Pay	E&G
Environment, Health & Safety	Edward Kintzel	Associate Professor	6/30/2015	833.62	Supplemental Pay	E&G
Florist Shop	Mariah Ruth Baird	Instructor	6/30/2015	4,666.67	Supplemental Pay	RD
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	8/31/2015	112.00	Supplemental Pay	Grant
High School Media Institute	Jeanie L. Adams-Smith	Professor	7/31/2015	1,000.00	Supplemental Pay	RD



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
High School Media Institute	James Harris Kenney	Professor	6/30/2015	1,000.00	Supplemental Pay	RD
High School Media Institute	Travis Alan Newton	Assistant Professor	6/30/2015	1,000.00	Supplemental Pay	RD
History	Eric Kondratieff	Assistant Professor	6/30/2015	1,750.00	Supplemental Pay	E&G
Honors College	Timothy S. Rich	Assistant Professor	6/30/2015	300.00	Supplemental Pay	E&G
Inst Combustion Sci & Env Tech- POD	Yan Cao	Professor	7/31/2015	3,713.92	Supplemental Pay	Grant
KIIS	William N. Mkanta	Associate Professor	8/31/2015	125.00	Supplemental Pay	RD
Lifelong Learning	Saundra C. Ardrey	Department Head	7/31/2015	100.00	Supplemental Pay	RD
Lifelong Learning	John Paul Baker	Assistant Professor	7/31/2015	100.00	Supplemental Pay	RD
Lifelong Learning	Aaron Wilson Hughey	Professor	7/31/2015	262.50	Supplemental Pay	RD
Lifelong Learning	Abigail Lindsay Oesterritter	Associate Professor	7/31/2015	325.00	Supplemental Pay	RD
Management	Ismail Civelek	Assistant Professor	7/31/2015	4,000.00	Supplemental Pay	E&G
Management	Joshua Hernsberger	Assistant Professor	6/30/2015	5,000.00	Supplemental Pay	E&G
Mathematics	Leslie Ford Plumlee	Instructor I	7/31/2015	588.36	Supplemental Pay	E&G
MBA	Indudeep S. Chhachhi	Professor	8/31/2015	600.00	Supplemental Pay	E&G
MBA	Ismail Civelek	Assistant Professor	6/30/2015	5,100.00	Supplemental Pay	E&G
MBA	Alexander G. Lebedinsky	Associate Professor	6/30/2015	3,000.00	Supplemental Pay	E&G
MBA	Alexander G. Lebedinsky	Associate Professor	7/31/2015	1,200.00	Supplemental Pay	E&G
MSW Cohorts	Amy C. Cappiccie	Associate Professor	6/30/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	7/31/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	8/31/2015	375.00	Supplemental Pay	RD
Music	Jeffrey R. Bright	Associate Professor	8/31/2015	3,000.00	Supplemental Pay	E&G
Music	Joseph Newton Stites	Assistant Professor	6/30/2015	3,000.00	Supplemental Pay	E&G
NOVA Center	Edward Kintzel	Associate Professor	7/31/2015	3,300.67	Supplemental Pay	RD
Office of Internationalization	Michael Kent Stokes	Professor	7/31/2015	4,500.00	Supplemental Pay	E&G
Office of Research & Creative Act.	H. Randall Capps	Scholar-In-Residence	7/31/2015	4,000.00	Supplemental Pay	Grant
Political Science	Matthew L. Tullis	Professor	6/30/2015	2,040.00	Supplemental Pay	E&G
Psychological Sciences	Andrew S. Mienaltowski	Associate Professor	6/30/2015	200.00	Supplemental Pay	E&G
Psychological Sciences	Amber Nicole Schroeder	Assistant Professor	6/30/2015	150.00	Supplemental Pay	E&G
Psychology	Elizabeth Lake Jones	Associate Professor	6/30/2015	250.00	Supplemental Pay	E&G
Psychology	Jenni Lynne Redifer	Assistant Professor	6/30/2015	100.00	Supplemental Pay	E&G
Public Health	Gregory Earle Ellis-Griffith	Assistant Professor	7/31/2015	1,630.00	Supplemental Pay	E&G
Public Health	Vijay Golla	Associate Professor	7/31/2015	1,904.00	Supplemental Pay	E&G
Public Health	Grace K. Lartey	Associate Professor	7/31/2015	1,877.00	Supplemental Pay	E&G
Public Health	William N. Mkanta	Associate Professor	7/31/2015	1,803.00	Supplemental Pay	E&G
Public Health	Darlene Louise Shearer	Associate Professor	7/31/2015	2,000.00	Supplemental Pay	E&G
Public Health	Ritchie Don Taylor	Associate Professor	7/31/2015	1,915.00	Supplemental Pay	E&G
School of Nursing	Crista L. Briggs	Associate Professor	7/31/2015	1,000.00	Supplemental Pay	E&G
Software Solutions	Guangming Xing	Professor	6/30/2015	10,309.34	Supplemental Pay	RD
Study Away Program	Julie Lyn Barber	Assistant Professor	7/31/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Clifton Keefer Brown	Associate Professor	6/30/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Clifton Keefer Brown	Associate Professor	7/31/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Gary M. English	Department Head	7/31/2015	1,800.00	Supplemental Pay	RD
Study Away Program	Elizabeth J. Gish	Assistant Professor	8/31/2015	1,800.00	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Assistant Professor	6/30/2015	500.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Study Away Program	Kimberly Jones Green	Assistant Professor	8/31/2015	675.00	Supplemental Pay	RD
Study Away Program	Amy Colleen Hersch	Instructor I	7/31/2015	1,800.00	Supplemental Pay	RD
Study Away Program	Amy Colleen Hersch	Instructor I	8/31/2015	2,150.00	Supplemental Pay	RD
Study Away Program	Paul Lawrence Hondorp	Associate Professor	6/30/2015	1,343.00	Supplemental Pay	RD
Study Away Program	Paul Lawrence Hondorp	Associate Professor	7/31/2015	1,343.00	Supplemental Pay	RD
Study Away Program	Leslie A. North	Assistant Professor	6/30/2015	750.00	Supplemental Pay	RD
Study Away Program	Leslie A. North	Assistant Professor	7/31/2015	750.00	Supplemental Pay	RD
Study Away Program	Brent T. Oglesbee	Department Head	6/30/2015	750.00	Supplemental Pay	RD
Study Away Program	Brent T. Oglesbee	Department Head	8/31/2015	750.00	Supplemental Pay	RD
Study Away Program	Alexander I Olson	Assistant Professor	6/30/2015	1,575.00	Supplemental Pay	RD
Study Away Program	Alexander I Olson	Assistant Professor	8/31/2015	1,575.00	Supplemental Pay	RD
Study Away Program	Evelyn Montea Oregon	Assistant Professor	7/31/2015	1,500.00	Supplemental Pay	RD
Study Away Program	Anthony R. Paquin	Associate Professor	7/31/2015	525.00	Supplemental Pay	RD
Study Away Program	Anthony R. Paquin	Associate Professor	8/31/2015	525.00	Supplemental Pay	RD
Study Away Program	Yvonne Petkus	Professor	6/30/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Yvonne Petkus	Professor	8/31/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Jason Polk	Associate Professor	6/30/2015	750.00	Supplemental Pay	RD
Study Away Program	Jason Polk	Associate Professor	7/31/2015	750.00	Supplemental Pay	RD
Study Away Program	Ronald D. Ramsing	Associate Professor	6/30/2015	750.00	Supplemental Pay	RD
Study Away Program	Ronald D. Ramsing	Associate Professor	7/31/2015	750.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	7/31/2015	4,500.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	8/31/2015	4,500.00	Supplemental Pay	RD
Study Away Program	Jo L. Shackelford	Assistant Professor	6/30/2015	500.00	Supplemental Pay	RD
Study Away Program	Jo L. Shackelford	Assistant Professor	7/31/2015	500.00	Supplemental Pay	RD
Study Away Program	Thomas Bradley Stinnett	Assistant Professor	6/30/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Thomas Bradley Stinnett	Assistant Professor	8/31/2015	2,250.00	Supplemental Pay	RD
Study Away Program	Michael Kent Stokes	Professor	7/31/2015	1,250.00	Supplemental Pay	RD
Study Away Program	Michael Kent Stokes	Professor	8/31/2015	1,250.00	Supplemental Pay	RD
Study Away Program	Leila Ruth Watkins	Assistant Professor	6/30/2015	1,575.00	Supplemental Pay	RD
Study Away Program	Leila Ruth Watkins	Assistant Professor	8/31/2015	1,575.00	Supplemental Pay	RD
Summer School	Richard Frederick Patterson	Associate Dean	6/30/2015	3,150.00	Supplemental Pay	E&G
Victorian Newsletter	Deborah A. Logan	Professor	6/30/2015	4,000.00	Supplemental Pay	E&G
WKU Research Foundation	Martha M. Day	Associate Professor	7/31/2015	4,743.00	Supplemental Pay	E&G
WKU Research Foundation	Gary Wayne Houchens	Associate Professor	6/30/2015	1,332.20	Supplemental Pay	E&G
WKU Research Foundation	Nancy Franklin Hulan	Assistant Professor	6/30/2015	1,071.80	Supplemental Pay	E&G
WKU Research Foundation	Jenni Lynne Redifer	Assistant Professor	6/30/2015	1,065.40	Supplemental Pay	E&G
WKU Research Foundation	Jie Zhang	Assistant Professor	6/30/2015	1,103.60	Supplemental Pay	E&G

**\* Funding Source Codes:**

E&amp;G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

**Funding Source Codes:**

**E&G** - Education and General

**Grant** - Grant Funded

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**RD** - Revenue Dependent

**Split** - Split between sources

**FDN** - Foundation

Completed Staff Personnel Actions Subject to Board Approval  
Entered May 28, 2015 through August 24, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
21st Century Media - POD	Andrea Kathryn Cole	Coord, Information Technology	05/26/2015		41,004.00	Initial Appointment	E&G	
Admissions Office	Jessica Renae Basham	Coordinator, Communications	06/01/2015		34,008.00	Initial Appointment	E&G	
Admissions Office	Kimberly Shaeanne Frost	Admissions Associate	06/15/2015		25,224.00	Initial Appointment	E&G	
Admissions Office	David Jason Hale	Coordinator, Admission Svcs.	06/15/2015		34,512.00	Initial Appointment	E&G	
Admissions Office	Meredith K Norman	Admissions Counselor	07/15/2015		29,868.00	Initial Appointment	E&G	
Alumni Relations	Marc Leonard Archambault	Vice President	07/31/2015		206,004.00	Initial Appointment	E&G	
Athletic Media Relations	Nicholas George Brown	Coordinator, Media Relations	08/17/2015		32,508.00	Initial Appointment	E&G	
Athletics	Jessica Erin Hulderman	Assistant Athletics Trainer	08/03/2015		40,008.00	Initial Appointment	E&G	
Athletics	Lynn Alice Newson	Coord, Athletic Compliance	08/03/2015		35,004.00	Initial Appointment	E&G	
Athletics	Brett A Pund	Coord, Ath Com/Media Relations	08/17/2015		32,508.00	Initial Appointment	E&G	
Biology	Bobby Lee Gaffney	Research Asst, Bioinformatics	05/26/2015		40,008.00	Initial Appointment	Grant	
Building Services	Kaelin A Jenkins	Building Services Attendant I	07/20/2015		18,057.00	Initial Appointment	E&G	
Building Services	Kimberly Massey	Building Services Attendant I	07/20/2015		18,057.00	Initial Appointment	E&G	
Bursar	Sarah DeAnn Basham	Billings/Rec Accts Specialist	07/01/2015		25,536.00	Initial Appointment	E&G	
Communication Technologies	Shane W Burchett	Network Specialist	06/08/2015		48,708.00	Initial Appointment	E&G	
Distance Learning	Codi Ryan Huston	Instructional Tech Specialist	07/06/2015		31,608.00	Initial Appointment	RD	
Facilities Management	Brandon Michael Anderson	Building Services Attendant I	07/13/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Lyle A Anderson	Building Services Attendant I	07/20/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Colby Alan Brooks	Area Technician I	06/22/2015		34,632.00	Initial Appointment	E&G	
Facilities Management	Neil T Buettner	Area Technician I	06/24/2015		34,632.00	Initial Appointment	E&G	
Facilities Management	Shyann N Glass	Building Services Attendant I	06/22/2015		16,107.00	Initial Appointment	E&G	
Facilities Management	Domonique N. Jones	Building Services Attendant I	06/22/2015		16,107.00	Initial Appointment	E&G	
Facilities Management	Brian Glen Keeling	Area Technician I	06/22/2015		34,632.00	Initial Appointment	E&G	
Facilities Management	Demetrius D Woodson	Building Services Attendant I	08/03/2015		18,057.00	Initial Appointment	E&G	
Folk Studies & Anthropology	Virginia Denise Siegel	Folklife Specialist	07/01/2015		38,004.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Victoria Annette Hampton	Residential Counselor	08/03/2015		23,088.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Chloe Sinclair Muller	Residential Counselor	08/04/2015		23,088.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Alex Jeffery Sorrels	Residential Counselor	08/03/2015		23,088.00	Initial Appointment	E&G	
General Counsel	Andrea P Anderson	Assistant General Counsel	08/03/2015		80,004.00	Initial Appointment	E&G	
Housing & Residence Life	Zu Tzipora Andring	Asst Residence Hall Director	07/13/2015		15,984.00	Initial Appointment	Aux	
Housing & Residence Life	Holly Lynn Brandewie	Asst Residence Hall Director	07/13/2015		15,984.00	Initial Appointment	Aux	
Housing & Residence Life	Daniel I Gonzalez	Coordinator, HRL	06/08/2015		33,504.00	Initial Appointment	Aux	
Housing & Residence Life	Elizabeth A Jackson	Coordinator, HRL	07/01/2015		33,504.00	Initial Appointment	Aux	
Housing & Residence Life	Douglas Allen Tate	Residence Hall Director	07/13/2015		24,792.00	Initial Appointment	Aux	
Housing & Residence Life	Nathaniel Gene Wingo	Residence Hall Director	07/13/2015		24,000.00	Initial Appointment	Aux	
Institutional Research	Taylor Sandberg Blaetz	Research Analyst	08/03/2015		40,080.00	Initial Appointment	E&G	
Internal Auditor	Sarah Jayne Reece	Internal Auditor	07/15/2015		40,008.00	Initial Appointment	E&G	
Kentucky Climate Center - POD	William Robert Schwind	Mesonet System Meteorologist I	06/01/2015		35,004.00	Initial Appointment	E&G	



Completed Staff Personnel Actions Subject to Board Approval  
Entered May 28, 2015 through August 24, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Libraries	Sara Cathryn Volpi	Coordinator, Literary Outreach	07/13/2015		33,000.00	Initial Appointment	E&G	
Men's Baseball	Gaston Barrett Glasscock	Director of Ops, Baseball	07/27/2015		28,500.00	Initial Appointment	E&G	
Men's Baseball	Tyler Gene Megahee	Assistant Coach	07/01/2015		75,000.00	Initial Appointment	E&G	
Men's Baseball	John Pawlowski	Head Athletic Coach	06/04/2015		160,008.00	Initial Appointment	E&G	
Men's Baseball	Robert Alan Reinstette	Assistant Coach	07/01/2015		65,004.00	Initial Appointment	E&G	
Men's Basketball	Benjamin Lee Hansbrough	Coord, Player Development	08/24/2015		32,004.00	Initial Appointment	E&G	
Men's Basketball	William Joseph Monts	Director of Operations	07/15/2015		45,000.00	Initial Appointment	E&G	
Men's Basketball	Christopher Ryan Shumate	Assistant Coach	06/11/2015		95,004.00	Initial Appointment	E&G	
Men's Football	Tyson Calvin Street	Asst Equipment Coordinator	07/06/2015		32,508.00	Initial Appointment	E&G	
Office of Research & Creative Activity	George R Biggs	Advcd Manufacturing Specialist	08/17/2015		81,012.00	Initial Appointment	Grant	
School of Nursing	Susan Dover Megahee	Office Associate	08/20/2015		29,508.00	Initial Appointment	E&G	
Small Business Development Center	Nathan Reed Lee	Consultant, Small Business	07/13/2015		31,992.00	Initial Appointment	Grant	
Social Work	Monica Gayle Hines	Dir, Training & Development	08/17/2015		48,444.00	Initial Appointment	Grant	
Student Financial Assistance	Autumn Danielle Coleman	KEES Scholarship Coordinator	07/01/2015		25,872.00	Initial Appointment	E&G	
Student Financial Assistance	Kathleen Lynn Edwards	Communication Ctr Coordinator	07/31/2015		25,872.00	Initial Appointment	E&G	
Study Abroad	Krista Leigh Erickson	Study Abroad Advisor	08/17/2015		41,004.00	Initial Appointment	E&G	
The WKU Store	Ann-Marie Tinapay Floresca	Director	06/01/2015		82,008.00	Initial Appointment	Aux	
Ticket Office	Jon E Warren	Coordinator, Ticket Operations	08/17/2015		32,508.00	Initial Appointment	E&G	
Women's Basketball	Katherine V Graham	Assistant Coach	06/22/2015		40,512.00	Initial Appointment	E&G	
Women's Track & Field	William Randolph Palmer	Assistant Coach	08/17/2015		27,000.00	Initial Appointment	E&G	
Academic Advising and Retention Ctr	Nicole K. May	Office Coordinator	08/22/2015	28,644.00	28,644.00	Reappointment	E&G	
Agriculture	Ryan L Phelps	Viticulture Technician	07/01/2015	33,504.00	33,504.00	Reappointment	E&G	
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	09/01/2015	46,140.00	46,140.00	Reappointment	Grant	
Biology	Jerry David Monroe	Post-Doctoral Research Assc.	07/01/2015	39,384.00	39,384.00	Reappointment	Grant	
Biology	Devesh Shukla	Post-Doctoral Research Assc.	05/28/2015	36,000.00	36,000.00	Reappointment	Grant	
Center for R&D	Kevin Duckett	Technical Support Specialist	07/01/2015	40,774.50	40,774.50	Reappointment	RD	
Child Care	Sanja Berec	Teacher	09/01/2015	23,916.00	23,916.00	Reappointment	RD	
Child Care	Alicia Fawn Brosnan	Teacher	09/01/2015	23,052.00	23,052.00	Reappointment	RD	
Child Care	Misela Bulut	Teacher	07/01/2015	19,788.00	19,788.00	Reappointment	RD	
Child Care	Sara Jo Henderson	Teacher	09/01/2015	26,424.00	26,424.00	Reappointment	RD	
Child Care	Linda Dianne Reynolds	Teacher	09/01/2015	25,920.00	25,920.00	Reappointment	RD	
Child Care	Kiran Sahi	Teacher	07/01/2015	23,544.00	23,544.00	Reappointment	RD	
College of Health & Human Services	Sarah Nicole Hunley	Advising Associate	07/01/2015	32,964.00	32,964.00	Reappointment	E&G	
Communication Sciences & Disorders	Janice S. Sandidge	Distance Learning Academic Adv	07/01/2015	51,840.00	51,840.00	Reappointment	RD	
Communication Sciences & Disorders	Sarah Margaret Ward	Academic Coord for Clinical Ed	07/01/2015	50,508.00	50,508.00	Reappointment	RD	
Educational Enhancement Programs	Brian Douglas Brausch	Academic Coordinator	09/01/2015	35,388.00	35,388.00	Reappointment	Grant	
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	09/01/2015	34,884.00	34,884.00	Reappointment	Grant	
Educational Enhancement Programs	Shanica L. Gant	Office Associate	09/01/2015	24,504.00	24,504.00	Reappointment	Grant	

Meeting Date: October 23, 2015

Completed Staff Personnel Actions Subject to Board Approval  
Entered May 28, 2015 through August 24, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Educational Enhancement Programs	Rebecca Wilson Smith	Academic Coordinator	09/01/2015	35,412.00	35,412.00	Reappointment	Grant	
Educational Enhancement Programs	Derrick A Veasey	Academic Counselor	09/01/2015	30,372.00	30,372.00	Reappointment	Grant	
Educational Enhancement Programs	Bionca Sharde Washington	Office Associate	09/01/2015	24,504.00	24,504.00	Reappointment	Grant	
Geography & Geology	Kegan Nathaniel McClanahan	Environmental Research Spec	07/01/2015	34,884.00	34,884.00	Reappointment	Grant	
Geography & Geology	Eric Rappin	Post Doctoral Researcher	07/01/2015	39,408.00	39,408.00	Reappointment	E&G	
Hoffman Institute - POD	Lee Anne Bledsoe	Environmental Research Assc	07/01/2015	43,368.00	43,368.00	Reappointment	RD	
Kelly Autism Program	Sarah E. McMaine-Render	Manager, Program (KAP)	07/01/2015	46,404.00	46,404.00	Reappointment	RD	
Kelly Autism Program	Grant Blair Snowden	Assistant Manager	07/01/2015	35,004.00	35,004.00	Reappointment	RD	
Kentucky Climate Center - POD	William Nicholas Rodgers	Research Associate	06/01/2015	33,144.00	33,144.00	Reappointment	Grant	
KIIS	Qing She	Accountant	07/01/2015	45,972.00	48,360.00	Reappointment	RD	
Office of Research & Creative Activity	Ouida Diane Williams Meier	Director, Green River Preserve	07/01/2015	26,508.00	26,256.00	Reappointment	E&G	
Ogden College of Science & Engr	Christopher George Crutchfield	Academic Advisor	07/01/2015	33,504.00	33,504.00	Reappointment	E&G	
Potter College of Arts & Letters	Cierra Janet Waller	Academic Advisor	07/01/2015	30,504.00	30,504.00	Reappointment	E&G	
Public Affairs	Carmen Maria Herrera	Graphic Artist	07/01/2015	38,508.00	38,508.00	Reappointment	E&G	
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	07/01/2015	40,620.00	43,752.00	Reappointment	Grant	
School of Teacher Education	Vicki Taylor Beach	Instructional Assistant	07/01/2015	47,436.00	47,436.00	Reappointment	E&G	
School of Teacher Education	Lisa Renee Murphy	Director, Early Childhood Ctr.	07/01/2015	58,260.00	58,260.00	Reappointment	E&G	
Social Work	Emily Ann Gouvas	Office Associate	07/01/2015	27,024.00	27,024.00	Reappointment	E&G	
Social Work	Kellye Marie McIntyre	Dir, Training & Development	07/01/2015	48,444.00	48,444.00	Reappointment	Grant	
Social Work	Janie Sue Perdue	Training Coordinator	07/01/2015	31,308.00	31,308.00	Reappointment	Grant	
South Central AHEC	Veronica Ann Drake	AHEC Clinical Education Coord	07/01/2015	42,288.00	42,288.00	Reappointment	Grant	
South Central AHEC	Joyce Caylor Dunagan	Coordinator III	07/01/2015	43,896.00	43,896.00	Reappointment	Grant	
South Central AHEC	Veronica J. Goad	Office Associate	07/01/2015	30,696.00	30,696.00	Reappointment	Grant	
South Central AHEC	Lucy Franklin Juett	Project Director	07/01/2015	74,412.00	74,412.00	Reappointment	Grant	
South Central AHEC	Catherine Marie Willenborg Mai	Health Programs Specialist	07/01/2015	35,004.00	35,004.00	Reappointment	Grant	
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	07/01/2015	35,388.00	35,388.00	Reappointment	Grant	
Student Support Services	Terrance Christopher George	Director, Student Support Svcs	07/01/2015	49,068.00	49,068.00	Reappointment	Grant	
Student Support Services	Imari Rashad Hazelwood	Counselor	07/01/2015	30,504.00	30,504.00	Reappointment	Grant	
Student Support Services	Kimberly Ann Whalen	Office Coordinator	07/01/2015	31,260.00	31,260.00	Reappointment	Grant	
Talent Search	John David Carner	Academic Coordinator	09/01/2015	35,412.00	35,412.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Heather Renee Alms	Office Coordinator	07/01/2015	31,656.00	31,656.00	Reappointment	RD	
Training/Technical Assistance Svcs	Jennifer Leigh Burch	Administrative Coordinator	07/01/2015	32,016.00	32,016.00	Reappointment	RD	
Training/Technical Assistance Svcs	Perry N. Davis	Management Specialist	07/01/2015	69,324.00	69,324.00	Reappointment	RD	
Training/Technical Assistance Svcs	Eric Bernard Dupree	Management Specialist	07/01/2015	67,908.00	67,908.00	Reappointment	RD	
Training/Technical Assistance Svcs	Gail Elleby	Management Specialist	07/01/2015	69,672.00	69,672.00	Reappointment	RD	
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	07/01/2015	69,336.00	69,336.00	Reappointment	RD	
Training/Technical Assistance Svcs	Michael Brent Hartz	Staff Assistant	07/01/2015	41,688.00	41,688.00	Reappointment	RD	
Training/Technical Assistance Svcs	Krystal Marie Heinzen	Training Specialist	07/01/2015	61,212.00	61,212.00	Reappointment	RD	

Completed Staff Personnel Actions Subject to Board Approval  
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Training/Technical Assistance Svcs	Luis Antonio Hernandez	Training Specialist	07/01/2015	70,668.00	70,668.00	Reappointment	RD	
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	07/01/2015	67,176.00	67,176.00	Reappointment	RD	
Training/Technical Assistance Svcs	Janine E. Keirnan	Project Financial Specialist	07/01/2015	60,060.00	60,060.00	Reappointment	RD	
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coord	07/01/2015	45,072.00	45,072.00	Reappointment	RD	
Training/Technical Assistance Svcs	Marie Susan Morris	Staff Assistant	07/01/2015	41,412.00	41,412.00	Reappointment	RD	
Training/Technical Assistance Svcs	Paula May Mydlenski	Training Specialist	07/01/2015	67,176.00	67,176.00	Reappointment	RD	
Training/Technical Assistance Svcs	Jill Owen Norris	Manager	07/01/2015	45,072.00	45,072.00	Reappointment	RD	
Training/Technical Assistance Svcs	Jennifer Lynn Pecot	Training Specialist	07/01/2015	62,328.00	62,328.00	Reappointment	RD	
Training/Technical Assistance Svcs	Marcia A. Verzaro-O'Brien	Director, Southern Region	07/01/2015	99,936.00	99,936.00	Reappointment	RD	
Upward Bound	Cameron Whitney Carr-Calvert	Academic Coordinator	09/01/2015	38,004.00	38,004.00	Reappointment	Grant	
Water Resource Center - POD	Jonathan Le Mar Oglesby	Envrnmntl Research Associate	07/01/2015	33,504.00	33,504.00	Reappointment	Split	
Water Resource Center - POD	Linda Gray P'Pool	Office Associate	07/01/2015	25,944.00	25,944.00	Reappointment	Split	
WKU - Glasgow	John Weaver Roberts	Coordinator, Communications	08/21/2013	35,004.00	35,004.00	Reappointment	E&G	
WKU ALIVE Center for Community Part	Julia Margarita Rivas	Office Associate	07/01/2015	25,008.00	25,008.00	Reappointment	E&G	
Admissions Office	Dan L. Onitsuka	Office Associate	07/01/2015	26,688.00	24,456.00	Contract Terms Change	E&G	
Cntr. for Career and Prof. Develop.	Michael A. Hanner	Office Coordinator	07/01/2015	34,812.00	31,920.00	Contract Terms Change	E&G	
Cntr. for Career and Prof. Develop.	Lana J. Kunkel	Assistant Director	07/01/2015	43,308.00	39,696.00	Contract Terms Change	E&G	
Cntr. for Career and Prof. Develop.	Tess Delores Dennis McKinley	Assistant Director	07/01/2015	46,824.00	42,924.00	Contract Terms Change	E&G	
Counseling & Testing Center	Karl Stanley Laves	Associate Director	05/01/2015	68,448.00	73,452.00	Contract Terms Change	E&G	
Parking Services	Aubrey Dale Blair	Sr Parking Enforcement Officer	06/01/2015	29,844.00	24,888.00	Contract Terms Change	E&G	
SKyTeach	Karen C. Long	Coordinator, SKy Teach	07/01/2015	34,884.00	29,076.00	Contract Terms Change	E&G	
Student Accessibility Resource Cntr	Carolyn M. Boards	Office Assistant	07/01/2015	29,424.00	26,976.00	Contract Terms Change	E&G	
Student Accessibility Resource Cntr	Matthew Brendan Davis	Coord/Student Disability	07/01/2015	46,920.00	43,008.00	Contract Terms Change	E&G	
Academic Advising and Retention Ctr	Beth Ellen Pethalsky	Transfer Associate	08/05/2015		26,100.00	Rehire	E&G	
Admissions Office	Kelvin Byers	Admissions Counselor	07/14/2015		29,868.00	Rehire	E&G	
Admissions Office	Catherine Richardson Havel	Admissions Counselor	08/03/2015		29,868.00	Rehire	E&G	
Annual Fund	Ryan Dearbone	Assistant Director	07/13/2015		33,600.00	Rehire	E&G	
Facilities Management	Whitney Danielle Day	Building Services Attendant I	08/03/2015		18,057.00	Rehire	E&G	
Mathematics	Jill Ann Price	Coord, Mathematics Testing	07/13/2015		38,244.00	Rehire	E&G	
Athletic Marketing	Thomas L. Harris	Director, Student Promotions	07/01/2015	35,508.00	40,020.00	Reclassification	E&G	
Enrollment Management	Sharon Elaine Hunter	Dir, SEM and Retention Support	07/01/2015	61,092.00	68,100.00	Reclassification	E&G	
Facilities Management	Michael Todd Simmons	Team Leader II	07/01/2015	26,988.00	31,200.00	Reclassification	E&G	
Forensics - POD	Benjamin Schultz Pyle	Assistant Director, Forensics	07/01/2015	34,392.00	41,004.00	Reclassification	E&G	
Forensics - POD	Benjamin D. Robin	Individual Events Director	07/01/2015	37,488.00	44,004.00	Reclassification	E&G	
Postal Services	Melissa Shea Hayden	Passport Services Specialist	07/01/2015	27,612.00	28,128.00	Reclassification	E&G	
Registrar's Office	Rheanna Painter Plemons	Associate Registrar	07/01/2015	52,152.00	55,152.00	Reclassification	E&G	
Admissions Office	Aarika Allen Gunn	Admissions Counselor	07/10/2015	29,868.00	29,868.00	Status Change (Temp to Reg)	E&G	
Building Services	Aravia Monique Ford	Building Services Attendant I	07/20/2015	\$8.26/hr	18,057.00	Status Change (PT Temp to FT Reg)	E&G	

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Building Services	Katelyn M Garrison	Building Services Attendant I	06/22/2015	\$8.26/hr	16,107.00	Status Change (PT Temp to FT Reg)	E&G	
Building Services	Carol I Massey	Building Services Attendant I	07/20/2015	\$8.26/hr	18,057.00	Status Change (PT Temp to FT Reg)	E&G	
Building Services	Christopher L Ramirez	Building Services Attendant I	08/17/2015	\$8.26/hr	18,057.00	Status Change (PT Temp to FT Reg)	E&G	
Institute of Rural Health	Matthew Lloyd Hunt	Director	07/01/2015	75,756.00	75,756.00	Status Change (Temp to Reg)	E&G	
International Enrollment Mgmt	Samantha Jayne Helsley	Interntl Admissions Officer	07/06/2015	\$8.00/hr	30,300.00	Status Change (PT Temp to FT Reg)	E&G	
International Student Office	Armin Hadziomerovic	Office Coordinator	06/01/2015	\$14.58/hr	28,008.00	Status Change (PT Temp to FT Reg)	E&G	
Library Public Services	Morgan Lynne Moran	Senior Circulation Assistant	06/01/2015	\$10.00/hr	28,284.00	Status Change (PT to FT)	E&G	
Library Technical Services	Terry Daniel Perkins	Library Technology Consultant	08/01/2015	\$11.62/hr	37,248.00	Status Change (PT to FT)	E&G	
Student Athlete Success Center	Lacey Chavonne Carmon-John	Athletic Academic Coordinator	07/01/2015	30,000.00	30,000.00	Status Change (Temp to Reg)	E&G	
Student Athlete Success Center	Tanner Alden Siewert	Academic Advisor	07/01/2015	38,004.00	38,004.00	Status Change (Temp to Reg)	E&G	
Ticket Office	Adam Ross Mercer	Coordinator, Ticket Sales	08/10/2015	\$9.00/hr	32,508.00	Status Change (PT to FT)	E&G	
Transit Services	Maxey Harris Bryson	Transit Driver I	06/08/2015	\$11.35/hr	23,107.50	Status Change (PT Temp to FT Reg)	E&G	
WKU - E-town/Fort Knox	Kali Allison Baker	Stdnt Recruiter & Transfer Adv	08/10/2015	\$9.00/hr	35,364.00	Status Change (PT to FT)	E&G	
WKU - Glasgow	John Weaver Roberts	Coordinator, Communications	07/01/2015	35,508.00	35,508.00	Status Change (Temp to Reg)	E&G	
WKU - Owensboro	Hannah Katherine George King	Academic Advisor/Recruiter	07/01/2015	32,508.00	32,508.00	Status Change (Temp to Reg)	E&G	
Women's Soccer	Wilbur Ellis Beddingfield	Assistant Coach	07/01/2015	30,000.00	30,000.00	Status Change (Temp to Reg)	E&G	
Center for R&D	Douglas D. Rohrer	Executive Director	07/01/2015	132,720.00	132,720.00	Title Change	Grant	
Facilities Management	William L. Breakfield	Supervisor I, Campus Services	07/01/2015	41,925.00	41,925.00	Title Change	E&G	
Men's Football	Tyson Turner Helton	Offensive Coordinator	07/01/2015	150,000.00	150,000.00	Title Change	E&G	
Registrar's Office	Melissa Beth Haselhoff	Office Coordinator	07/16/2015	32,016.00	32,016.00	Title Change	E&G	
WKU on Demand	Donna M. Kasznel	Distance Learning Specialist	07/01/2015	30,372.00	30,372.00	Title Change	RD	
Academic Affairs and Provost's Office	David Dale Lee	Provost and Vice President	08/24/2015	149,388.00	225,000.00	Transfer	E&G	
Academic Outreach	Brittney Denise Jones	Program Coordinator	07/01/2015	31,908.00	39,996.00	Transfer	RD	
Access Control	Lawrence Douglas Perkins	Locksmith Assistant	06/29/2015	16,614.00	21,450.00	Transfer	E&G	
Admissions Office	Dan L. Onitsuka	Admissions Associate	07/09/2015	24,456.00	25,224.00	Transfer	E&G	
Alumni Square Garage	William Eric Garrett	Manager, Parking Garage	08/16/2015	24,264.00	29,856.00	Transfer	E&G	
Campus and Community Events	Rachel Manning Goodman	Dir/Campus & Community Events	07/01/2015	53,004.00	58,008.00	Transfer	E&G	
Campus Services	Dustyn J. Brooks	Equip Oper/Groundskeeper I	07/27/2015	18,057.00	24,667.50	Transfer	E&G	
Campus Services	T. Mike Grosh	Waste Reduction Associate	04/20/2015	29,815.50	29,815.50	Transfer	E&G	
Clinical Education Complex (CEC)	Lisa Michelle Elkins	Program Director	08/01/2015	34,800.00	58,008.00	Transfer	FDN	
Development & Alumni Relations	Kathryn Costello	Special Advisor	07/01/2015	206,064.00	206,064.00	Transfer	E&G	
Enterprise Applications & Prgmg	Diana Bennett Keeling	Manager, Web Development	07/01/2015	48,468.00	59,004.00	Transfer	E&G	
Environment, Health & Safety	Melna Katrin Wilson	Coord, Env Health & Safety	08/17/2015	30,888.00	31,800.00	Transfer	E&G	
Facilities Management	Benjamin Taylor Deweese	Area Supervisor I	06/15/2015	36,699.00	46,488.00	Transfer	E&G	
Facilities Management	Vickie C. Haswell	Work Control Ctr Associate II	07/13/2015	26,448.00	28,008.00	Transfer	E&G	
Gordon Ford College of Business	Stacey Durbin Gish	Coordinator, Communications	07/01/2015	35,868.00	45,000.00	Transfer	E&G	
Honors College	Dana Burr Bradley	Associate Director	07/01/2015	94,368.00	94,368.00	Transfer	E&G	
Honors College	Jennifer C. Markin	Asst Dir, Chinese Flagship Prg	08/01/2015	41,760.00	49,008.00	Transfer	Split	



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Honors College	Sara Renee Moody	Coord, Chinese Lang. Flagship	06/04/2015	34,404.00	35,004.00	Transfer	Grant	
Housing & Residence Life	Lydia Rich Wearden Blankensh	Residence Hall Director	07/13/2015	23,496.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Zachary Wayne Inman	Residence Hall Director	07/13/2015	15,984.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Jacqueline Lasley Pillow	Coord, Retention Initiatives	07/01/2015	42,288.00	42,288.00	Transfer	Aux	
Housing & Residence Life	Ethan Allen Sykes	Residence Hall Director	07/13/2015	23,496.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Heather N. Thomas	Coordinator, HRL	07/01/2015	24,996.00	33,504.00	Transfer	Aux	
Internal Auditor	Jennifer Dragoo Miller	Director, Internal Audit	07/01/2015	58,008.00	67,200.00	Transfer	E&G	
International Enrollment Mgmt	Amy M. Cardwell	Coordinator, Intl Admissions	06/01/2015	31,872.00	37,284.00	Transfer	E&G	
Office of Research & Creative Activity	Paula Farmer Mattison	Research Resources Manager	07/01/2015	70,620.00	60,000.00	Transfer	E&G	
Ogden College of Science & Engr	Cathleen Joyce Webb	Associate Dean	07/01/2015	109,248.00	113,256.00	Transfer	E&G	
Potter College of Arts & Letters	Lawrence W. Snyder, Jr.	Dean	08/24/2015	102,948.00	142,008.00	Transfer	E&G	
School of Nursing	Kristy Kay Mayes	Office Assistant	07/01/2015	29,508.00	25,008.00	Transfer	RD	
WKU on Demand	Mary Catherine Yates	Distance Learning Specialist	07/01/2015	25,872.00	30,372.00	Transfer	RD	
Academic Affairs and Provost's Office	Jessica M. Steenbergen	Scheduling Application Coordinator	07/01/2015	37,296.00	42,096.00	Temporary Rate Increase Begin	E&G	
Academic Affairs and Provost's Office	Jessica M. Steenbergen	Scheduling Application Coordinator	06/30/2016	42,096.00	37,296.00	Temporary Rate Increase End	E&G	
Campus and Community Events	Sarah E. Thomas	Events Associate	07/01/2015	35,328.00	37,332.00	Temporary Rate Increase Begin	E&G	
Campus and Community Events	Sarah E. Thomas	Events Associate	06/30/2016	37,332.00	35,328.00	Temporary Rate Increase End	E&G	
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	07/01/2015	41,964.00	46,776.00	Temporary Rate Increase Begin	E&G	
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	06/30/2016	46,776.00	41,964.00	Temporary Rate Increase End	E&G	
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	07/01/2015	23,010.00	24,956.10	Temporary Rate Increase Begin	E&G	
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	10/11/2015	24,956.10	23,010.00	Temporary Rate Increase End	E&G	
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg. Svcs.	07/01/2015	24,141.00	26,091.00	Temporary Rate Increase Begin	E&G	
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg. Svcs.	10/11/2015	26,091.00	24,141.00	Temporary Rate Increase End	E&G	
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	07/01/2015	53,761.50	63,999.00	Temporary Rate Increase Begin	E&G	
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	10/01/2015	63,999.00	53,761.50	Temporary Rate Increase End	E&G	
Graduate School	Julie Marie Harris	Admissions Coordinator	07/01/2015	27,708.00	33,240.00	Temporary Rate Increase Begin	E&G	
Graduate School	Julie Marie Harris	Admissions Coordinator	12/31/2015	33,240.00	27,708.00	Temporary Rate Increase End	E&G	
Graduate School	Laura Upchurch	Graduate Records Associate	07/01/2015	27,708.00	32,808.00	Temporary Rate Increase Begin	E&G	
Graduate School	Laura Upchurch	Graduate Records Associate	12/31/2015	32,808.00	27,708.00	Temporary Rate Increase End	E&G	
Plant Operations	Gary Steven Croslin	Central Team Coordinator I	07/13/2015	36,790.00	44,460.00	Temporary Rate Increase Begin	E&G	
Plant Operations	Gary Steven Croslin	Central Team Coordinator I	09/30/2015	44,460.00	36,790.00	Temporary Rate Increase End	E&G	
School of Nursing	Lynnita Rose Glass	Advising Associate	07/01/2015	34,548.00	38,148.00	Temporary Rate Increase Begin	E&G	
School of Nursing	Lynnita Rose Glass	Advising Associate	06/30/2016	38,148.00	34,548.00	Temporary Rate Increase End	E&G	
School of Nursing	Kristy Kay Mayes	Office Assistant	07/01/2015	25,008.00	29,508.00	Temporary Rate Increase Begin	RD	
School of Nursing	Kristy Kay Mayes	Office Assistant	11/01/2015	29,508.00	25,008.00	Temporary Rate Increase End	RD	
Academic Affairs and Provost's Office	A. Gordon Emslie	Provost and Vice President	07/01/2015	219,468.00	231,468.00	Salary Increase	E&G	ADDED
Campus and Community Events	Sarah E. Thomas	Events Associate	07/01/2015	32,328.00	35,328.00	Salary Increase	E&G	ADDED
Facilities Management	Jodi Leallyn Chambers	Work Control Ctr Associate I	07/01/2015	27,600.00	30,264.00	Salary Increase	E&G	ADDED

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Judicial Affairs	Michael P. Crowe	Director, Judicial Affairs	05/01/2015	53,904.00	54,948.00	Salary Increase	E&G	ADDED
Postal Services	Lisa M. Kirby	Office Associate	07/01/2015	27,108.00	29,112.00	Salary Increase	Split	ADDED
School of Kinesiology, Rec. & Sport	Kristeen Ann Owens	Program Specialist	07/01/2015	29,880.00	30,600.00	Salary Increase	RD	ADDED
Social Work	Marsha D. Hopper	Office Associate	07/01/2015	26,004.00	28,608.00	Salary Increase	Grant	ADDED
Student Affairs	Karen Gail Ruble	Administrative Assistant	05/01/2015	44,964.00	46,008.00	Salary Increase	Split	ADDED
Student Financial Assistance	Lois Oates Tidwell	Financial Aid Coordinator	07/01/2015	38,256.00	43,656.00	Salary Increase	E&G	ADDED
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Administrative Coordinator	07/01/2015	36,036.00	39,036.00	Salary Increase	RD	ADDED
Women's Basketball	Melissa Kolbe	Assistant Coach	07/01/2015	40,512.00	65,664.00	Salary Increase	E&G	ADDED
Admissions Office	James R Payne	Admissions Associate	07/01/2015	23,088.00	25,224.00	Salary Increase	E&G	ADDED
Building Services	Jessica Nyaseh Anderson	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Susan Colette Beaman	Building Services Attendant I	07/01/2015	17,803.50	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Kenneth Ray Bratcher	Building Services Attendant I	07/01/2015	17,472.00	18,057.00	Salary Increase	Aux	MKTEQ
Building Services	Amy Nichole Burden	Building Services Attendant I	07/01/2015	17,472.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Lucy M Campbell	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Renee Antoinette Clement	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	David T Coffman	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Ronnie Wayne Duke	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Asia E Ellens	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Albert D Ferguson	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Otto Paul Finta	Building Services Attendant II	07/01/2015	17,608.50	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Rebecca Sue Forbes	Building Services Attendant I	07/01/2015	16,945.50	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Mark D. Fuqua	Building Services Attendant II	07/01/2015	17,608.50	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Linda Sue Gann	Building Services Attendant I	07/01/2015	17,862.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Katelyn M Garrison	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Pamela Jane Hubbard	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Rickey W. Johnson	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Todd A. Kitchens	Building Services Attendant II	07/01/2015	17,608.50	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Amanda Hope Ledbetter	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Burdetta Jean Lindsey	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Charlene Meador	Building Services Attendant I	07/01/2015	17,472.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Danny Vaughn Meredith	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Sondra Jewel Milam	Building Services Attendant I	07/01/2015	17,803.50	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Heather Ann Miller	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Misty Dawn Miller	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Nancy Diana Miller	Building Services Attendant II	07/01/2015	16,614.00	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Wayne Dale Nelson	Building Services Attendant II	07/01/2015	17,608.50	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Martha Jo Parker	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	James Dean Parks	Building Services Attendant II	07/01/2015	16,614.00	19,051.50	Salary Increase	E&G	MKTEQ

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Building Services	Raul Pascual Pena	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Patsy A. Perkins	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Chad Vincent Phelps	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Joe David Porter	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Matthew Branten Rasner	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Lauren J Richey	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Troy Douglas Rickman	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Michael Wayne Sallee	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Cary Allen Sanders	Building Services Attendant I	07/01/2015	17,803.50	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	James Allen Sanders	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Dianna K Schaefer	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Joyce Mary Schilke	Building Services Attendant II	07/01/2015	17,608.50	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Marquise Lamar Scott	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	David Alexander Sebaugh	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Jeremy Allen Smidt	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Deborah Kay Smith	Building Services Attendant II	07/01/2015	18,798.00	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Jessica Dee Sprankle	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Gregory L. Stuart	Building Services Attendant II	07/01/2015	16,614.00	19,051.50	Salary Increase	E&G	MKTEQ
Building Services	Patric W. Thompson	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Jesse Nathaniel Thurman	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Brittany N Updegraff	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Tabitha Lee Watkins	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Amy M Webster	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Octavia June Willis	Building Services Attendant II	07/01/2015	17,608.50	19,051.50	Salary Increase	E&G	MKTEQ
Campus Services	Robert Alexander Alvey	Landscaper/Groundskeeper I	07/01/2015	17,940.00	18,057.00	Salary Increase	E&G	MKTEQ
Campus Services	Jarrett Allen Blankenship	Landscaper/Groundskeeper I	07/01/2015	17,940.00	18,057.00	Salary Increase	E&G	MKTEQ
Campus Services	Jeremy Thomas Bowling	Landscaper/Groundskeeper I	07/01/2015	17,940.00	18,057.00	Salary Increase	E&G	MKTEQ
Campus Services	Robert Alton Bridges	Landscaper/Groundskeeper II	07/01/2015	17,940.00	18,057.00	Salary Increase	E&G	MKTEQ
Campus Services	Dustyn J. Brooks	Landscaper/Groundskeeper I	07/01/2015	17,940.00	18,057.00	Salary Increase	E&G	MKTEQ
Facilities Management	Patricia Anne Alexander	Building Services Attendant II	07/01/2015	17,608.50	19,051.50	Salary Increase	E&G	MKTEQ
Facilities Management	Lawrence Anthony Dvorak	Building Services Attendant I	07/01/2015	16,614.00	18,057.00	Salary Increase	E&G	MKTEQ
Facilities Management	Brenda F. Gillon	Building Services Attendant II	07/01/2015	18,466.50	19,051.50	Salary Increase	E&G	MKTEQ
Facilities Management	Shyann N Glass	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Facilities Management	Domonique N. Jones	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Facilities Management	Michelle Southeard Kitchens	Building Services Attendant II	07/01/2015	17,940.00	19,051.50	Salary Increase	E&G	MKTEQ
Facilities Management	Deborah K. Maples	Building Services Attendant II	07/01/2015	18,466.50	19,051.50	Salary Increase	E&G	MKTEQ
Facilities Management	Christopher J. Radus	Maintenance Technician II	07/01/2015	27,709.50	28,704.00	Salary Increase	E&G	MKTEQ
Facilities Management	Deborah Jo Scruggs	Building Services Attendant II	07/01/2015	18,466.50	19,051.50	Salary Increase	E&G	MKTEQ

Completed Staff Personnel Actions Subject to Board Approval  
Entered May 28, 2015 through August 24, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
College Heights Foundation	Laurie V. Basham	Coordinator III	07/01/2015	45,648.00	46,152.00	Salary Increase	RD	OTHSI
College Heights Foundation	Gena Lee Gooding	Treasurer, College Heights Fnd	07/01/2015	58,848.00	59,448.00	Salary Increase	RD	OTHSI
College Heights Foundation	Bethany D. Keltner	Office Associate	07/01/2015	36,840.00	37,344.00	Salary Increase	RD	OTHSI
College Heights Foundation	Sarah B. Reynolds	Office Associate	07/01/2015	30,216.00	30,720.00	Salary Increase	RD	OTHSI
College Heights Foundation	Donald L. Smith	President, CHF	07/01/2015	125,004.00	126,000.00	Salary Increase	RD	OTHSI
Forensics - POD	Chadwick Dior Meadows	Assistant Coach, Forensics	07/01/2015	30,372.00	33,000.00	Salary Increase	E&G	OTHSI
Campus Services	Robert Alexander Alvey	Landscaper/Groundskeeper I	07/01/2015	18,057.00	19,032.00	Salary Increase	E&G	DFMCP
Housing & Residence Life	Angela K. Anderson	Building Services Attendant II	07/01/2015	18,681.00	19,675.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Melinda Sue Bailey	Building Services Attendant II	07/01/2015	20,728.50	21,723.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Sandra Elizabeth Bunton	Building Services Attendant II	07/01/2015	19,441.50	20,436.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Crystal Lynn Derrick	Building Services Attendant II	07/01/2015	18,681.00	19,675.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Phyllis Ann Forrester	Building Services Attendant II	07/01/2015	19,948.50	20,943.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Thomas Richard Goad	Building Services Attendant II	07/01/2015	19,402.50	20,397.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Janice Halcomb	Building Services Attendant II	07/01/2015	20,455.50	21,450.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Carla Lynn Kozabo	Building Services Attendant II	07/01/2015	18,681.00	19,675.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Cathryn Landgrebe	Building Services Attendant II	07/01/2015	18,681.00	19,675.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Joyce A. Manning	Team Leader II	07/01/2015	23,907.00	24,901.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Erin Reid	Team Leader II	07/01/2015	23,595.00	24,589.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	J. William Reynolds	Building Services Attendant II	07/01/2015	19,402.50	20,397.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Michael Samec	Building Services Attendant II	07/01/2015	18,876.00	19,870.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Paul Eblert Shobe	Building Services Attendant II	07/01/2015	23,263.50	24,258.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Beverly Arlene Taylor	Group Leader II, Building Svcs	07/01/2015	23,790.00	24,784.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Paula Sue Thornton	Building Services Attendant II	07/01/2015	18,681.00	19,675.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Ronald Dale Waterbury	Building Services Attendant II	07/01/2015	18,622.50	19,617.00	Salary Increase	Aux	DFMCP
Housing & Residence Life	Karen Renee Wingo	Team Leader II	07/01/2015	23,712.00	24,706.50	Salary Increase	Aux	DFMCP
Housing & Residence Life	Estella Zachary	Building Services Attendant II	07/01/2015	19,441.50	20,436.00	Salary Increase	Aux	DFMCP
Plant Operations	Brent M Lowe	HVAC Technician II	07/01/2015	34,632.00	35,646.00	Salary Increase	E&G	DFMCP
Waste Management	William Randall Sleeper	Waste Reduction Associate II	07/01/2015	18,408.00	19,402.50	Salary Increase	E&G	DFMCP
Athletic Marketing	Thomas L. Harris	Director, Student Promotions	09/01/2015	40,020.00	42,528.00	Salary Increase	E&G	REORG
Athletic Marketing	William Zack McKay	Director of Marketing	09/01/2015	43,008.00	45,516.00	Salary Increase	E&G	REORG
Clinical Education Complex (CEC)	Lisa Michelle Elkins	Clinical Supervisor	07/01/2015	43,500.00	34,800.00	Salary Decrease	E&G	
Technical Support Serv-IT Helpdesk	Autumn Nicole Jarvis	Help Desk Consultant	07/01/2015	39,936.00	38,016.00	Salary Decrease	E&G	

**Funding Source Codes:**

**E&G** - Education and General

**Grant** - Grant Funded

**Aux** - Auxiliary

**RD** - Revenue Dependent

**Split** - Split between sources

**FDN** - Foundation

**Salary Increase Codes:**

**ADDED** - Added Duties

**DEGRE** - Degree

**DFMCP** - Dept of Facilities Mgmt Career Path Program

**MKTEQ** - Market Equity

**MSGIN** - Minimum Salary Grade Increase

**REORG** - Departmental Reorganization

**OTHSI** - Other Salary Increase

**Action Definitions:**

**INITIAL APPOINTMENT** - Used when an employee is added to payroll for the first time.

**SECONDARY APPOINTMENT** - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.

**REAPPOINTMENT** - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.

**REHIRE** - Used when an employee is rehired following a separation from WKU.

**REHIRE OF A RETIREE** - Used when a WKU retired employee is rehired.

**ADDED DUTIES** - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.

**DEGREE** - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.

**DFMCP** - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.

**MARKET/EQUITY INCREASE** - Used when employee receives a salary increase as the result of market or equity factors.

**MSGIN** - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.

**OTHER SALARY INCREASE** - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.

**FISCAL YEAR RATE INCREASE** - Used when a rate increase is effective July 1.

**RECLASSIFICATION** - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.

**REORGANIZATION** - Used when an employee receives a salary increase as the result of a departmental reorganization.

**FISCAL YEAR SALARY INCREASE** - Used when a salary increase is effective on July 1.

**STATUS CHANGE** - used when an employee changes part time/full time status or temporary/ongoing status.

**TRANSFER** - Used when an employee moves from one position to another position regardless of department and/or salary change.

**STIPEND** - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities



Explanation for Salary Increases Greater Than \$5,000	
A. Gordon Emslie	Approved in accordance with memorandum. Per memorandum, dated 07/10/2015, from President Ransdell From \$219,468. Effective 12/01/2015, salary adjusted to \$208,332.
Melissa Kolbe	Employee was making \$40,512. Another coach left and candidate has taken on additional responsibilities. No additional funds are being pulled for this, money is being re-allocated from the coach who left to this staff member.

Department	Name	Start Date	End Date	Amount	Source
Academic Affairs and Provost's Office	A. Gordon Emslie	8/1/2015	8/31/2015	11,573.00	E&G
Academic Affairs & Provost's Office	Richard Charles Miller	7/1/2015	6/30/2016	10,000.00	E&G
Alumni Relations	Marc Leonard Archambault	8/1/2015	6/30/2016	17,424.00	E&G
Athletics	Jonatan Berhane	7/1/2015	6/30/2016	4,200.00	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	7/1/2015	6/30/2016	4,008.00	E&G
Counseling & Testing Center	Karl Stanley Laves	7/1/2015	6/30/2016	2,508.00	E&G
Gordon Ford College of Business	Gladys Patricia Jordan	7/1/2015	6/30/2016	2,004.00	E&G
Gordon Ford College of Business	Michelle White Trawick	7/1/2015	6/30/2016	5,004.00	FDN
Graduate School	Colette Anderson Chelf	7/1/2015	12/31/2015	4,302.00	E&G
Graduate School	Shanda T. Hopper	7/1/2015	12/31/2015	3,540.00	E&G
Health & Fitness Lab	Dean Todd Misener	7/1/2015	6/30/2016	10,002.00	FDN
Housing & Residence Life	Minnette Caroline Ellis	6/1/2015	12/31/2015	4,963.00	Aux
International Student Office	George Eric Dordoni	7/1/2015	9/30/2015	1,500.00	E&G
Office of Research & Creative Activity	Cheryl Diane Davis	9/1/2015	6/30/2016	16,670.00	E&G
Potter College of Arts & Letters	Lawrence W. Snyder	7/1/2015	6/30/2016	2,000.00	E&G
Potter College of Arts & Letters	Cierra Janet Waller	8/1/2015	6/30/2016	6,050.00	E&G
Public Affairs	Carmen Maria Herrera	7/1/2015	6/30/2016	6,000.00	E&G
Sponsored Programs	Mary Kathleen Muchmore	7/1/2015	6/30/2016	3,048.00	Grant
Study Abroad	Katherine Rose Hale	7/15/2015	6/30/2016	6,900.00	E&G
Talisman	Kurt Douglas Fattic	7/1/2015	6/30/2016	4,002.00	Split
VP for Finance and Administration	Katherine Ann Mead	7/1/2015	6/30/2016	12,000.00	E&G
WKU Foundation	Paula Cockrel Jarboe	7/1/2015	6/30/2016	4,800.00	E&G
Women's Basketball	Ronitta Michelle Clark-Heard	7/1/2015	6/30/2016	6,000.00	E&G

Staff One Time Payments  
For the Period June 1, 2015 through August 31, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Accounting	Barbara Ruthene Glass	Office Associate	7/15/2015	250.00	Awards	E&G
Center for Gifted Studies	Tracy Ford Inman	Associate Director	7/31/2015	3,000.00	Consulting	RD
South Central AHEC	Kenneth Mark Crawford	Associate Dean	6/30/2015	3,000.00	Consulting	Grant
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	7/31/2015	862.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Director	6/30/2015	1,300.00	Supplemental Pay	FDN
21st Century Media - POD	Carrie Frances Pratt	Multiplatform News Advisor	6/30/2015	400.00	Supplemental Pay	FDN
21st Century Media - POD	Charlotte Hill Turtle	Talisman Advisor	6/30/2015	3,000.00	Supplemental Pay	E&G
21st Century Media - POD	Kathy Jo Williams	Office Coordinator	7/15/2015	200.00	Supplemental Pay	FDN
Arena Management	Bryant Keen Blodgett	Coordinator, Events	6/30/2015	250.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	6/30/2015	300.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	8/31/2015	125.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	6/30/2015	6,979.00	Supplemental Pay	RD
Career & Workforce Development	Jeffrey Alan Jones	Sr Instructional Tech Consult	8/31/2015	300.00	Supplemental Pay	RD
Chief Diversity Officer	Cynthia Faye Smith	Office Associate	6/15/2015	500.00	Supplemental Pay	E&G
College Heights Herald	Tracy D. Newton	Office Associate	8/31/2015	200.00	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	6/30/2015	2,293.00	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	7/31/2015	3,513.02	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	8/31/2015	4,278.76	Supplemental Pay	RD
College Heights Herald	Charlotte Hill Turtle	Talisman Advisor	8/31/2015	200.00	Supplemental Pay	RD
College Heights Herald	Sherry Lynn West	Operations Coordinator	8/31/2015	200.00	Supplemental Pay	RD
Commencement	JoAnn Ashley	Student Records Associate	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Barbara Y. Chaffin	Admissions Assistant	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Shirley Melissa Davis	Graduate Records Assistant	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Laura J. Dilliha	Student Records Specialist	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Jessica Rebecca Dunnegan	Operations Manager	6/30/2015	70.00	Supplemental Pay	E&G
Commencement	Lois Ann Hall	Administrative Assistant	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Julie Marie Harris	Admissions Coordinator	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Melissa Beth Haselhoff	Office Coordinator	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Cheryl R. Hills	Student Records Specialist	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Dana F. Jones	Degree Certification Officer	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Wendi Dawn Kelley	Administrative Assistant	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Susan Kay Krisher	Office Associate	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Candace Renee Lee	Certification Officer	6/30/2015	70.00	Supplemental Pay	E&G
Commencement	Sarah Megan Meador	Scheduling Coordinator	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Tammy E. Spinks	Office Coordinator	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Annette Stratton	Office Associate	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Laura Upchurch	Graduate Records Associate	6/15/2015	70.00	Supplemental Pay	E&G
Commencement	Marsha L. Wagoner	Degree Certification Officer	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Cierra Janet Waller	Academic Advisor	6/30/2015	70.00	Supplemental Pay	E&G
Commencement	Melna Katrin Wilson	Student Records Specialist	6/15/2015	300.00	Supplemental Pay	E&G
Commencement	Belinda Ann Wisdom	Office Associate	6/15/2015	70.00	Supplemental Pay	E&G
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	6/30/2015	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	7/31/2015	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	8/31/2015	1,800.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Counseling & Testing Center	Karl Stanley Laves	Associate Director	8/31/2015	2,500.00	Supplemental Pay	E&G
DELO - MBA	Robert D. Hatfield	Associate Dean	7/31/2015	2,667.00	Supplemental Pay	RD
Dual Credit	Tuesdi Leigh Helbig	Director	7/31/2015	760.00	Supplemental Pay	RD
Educational Enhancement Programs	Mary B. England	Adult Education Specialist	6/30/2015	368.81	Supplemental Pay	Grant
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	7/31/2015	1,200.00	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	8/31/2015	900.00	Supplemental Pay	FDN
English	Anthony Wayne Gross	Residential Counselor	6/15/2015	247.50	Supplemental Pay	E&G
Honors College	Jennifer C. Markin	Asst Dir, Chinese Flagship Prg	8/31/2015	200.00	Supplemental Pay	E&G
Housing & Residence Life	Virginia Anne Durakovich	Asst Residence Hall Director	7/31/2015	1,000.00	Supplemental Pay	Aux
Housing & Residence Life	Sasha Elizabeth Gibson	Coordinator, HRL	8/31/2015	1,000.00	Supplemental Pay	Aux
Housing & Residence Life	Heather N. Thomas	Residence Hall Director	6/30/2015	711.51	Supplemental Pay	Aux
Housing & Residence Life	Heather N. Thomas	Coordinator, HRL	7/31/2015	2,084.29	Supplemental Pay	Aux
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	6/30/2015	500.00	Supplemental Pay	E&G
Kelly Autism Program	Sarah E. McMaine-Render	Manager, Program (KAP)	7/31/2015	1,000.00	Supplemental Pay	RD
Men's Baseball	Mathew Wayne Myers	Coach Buyout Agreement	7/31/2015	500.00	Supplemental Pay	E&G
Office of Research & Creative Act.	Lawrence W. Snyder	Associate Dean	6/30/2015	1,000.00	Supplemental Pay	E&G
Office of Research & Creative Act.	Timothy J Vickers	Adved Manufacturing Specialist	7/31/2015	5,275.00	Supplemental Pay	Grant
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	6/30/2015	212.51	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	7/31/2015	7,062.83	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	8/31/2015	720.00	Supplemental Pay	FDN
Study Away Program	Lucas O'Rourke Bartlett	Assistant Director, Programs	6/30/2015	750.00	Supplemental Pay	RD
Study Away Program	Lucas O'Rourke Bartlett	Assistant Director, Programs	7/31/2015	750.00	Supplemental Pay	RD
Study Away Program	Samantha Mae Hartman	Residence Hall Director	6/30/2015	750.00	Supplemental Pay	RD
Study Away Program	Samantha Mae Hartman	Residence Hall Director	7/31/2015	750.00	Supplemental Pay	RD
Study Away Program	Rita Rose Meredith	Counselor	6/30/2015	675.00	Supplemental Pay	RD
Study Away Program	Rita Rose Meredith	Counselor	7/31/2015	675.00	Supplemental Pay	RD
Teacher Services	Denise Murrell Hardesty	Coord/MinorityTchrRecruitment	6/30/2015	2,200.00	Supplemental Pay	Grant
Teacher Services	Candace Renee Lee	Certification Officer	8/31/2015	192.00	Supplemental Pay	E&G
Ticket Office	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	7/31/2015	2,500.00	Supplemental Pay	E&G
Women's Basketball	Gregory Thomas Collins	Assistant Coach	7/31/2015	7,997.00	Supplemental Pay	E&G
Women's Basketball	Ervin Lamont Williams	Coord, Basketball Operations	7/31/2015	3,376.00	Supplemental Pay	E&G
Women's Golf	Adam Leigh Gary	Head Athletic Coach	7/31/2015	2,500.00	Supplemental Pay	E&G
Women's Softball	Kathryn C. Boldt	Assistant Coach	7/31/2015	2,959.00	Supplemental Pay	E&G
Women's Softball	Aja Paculba	Assistant Coach	7/31/2015	2,959.00	Supplemental Pay	E&G

**\* Funding Source Codes:**

E&amp;G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

**Funding Source Codes:**

**E&G** - Education and General

**Grant** - Grant Funded

**Aux** - Auxiliary

**RD** - Revenue Dependent

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**FDN** - Foundation

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**WKU GENERAL RECEIPTS REFUNDING BONDS, 2015 SERIES A**

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At its July 26, 2013 meeting, the Board of Regents authorized the issuance and sale of WKU General Receipts Refunding Obligations in anticipation of the advanced refunding of a portion of WKU 2006 Series A Obligations. The Board authorized K. Ann Mead, as treasurer, to accept the lowest bid, award the bonds, and report back to the Board the results of said actions. As the bond market changed prior to the issuance of those bonds, the advanced refunding became unfavorable and was postponed until such time as the refunding generated a minimum present value savings of five percent as established by the Board of Regents. With rates at very competitive levels during August 2015, we began the process of issuing bonds including seeking bond ratings.

Standard & Poor's Ratings Services assigned an "A" long term rating with a stable outlook and an "A" underlying rating with a negative outlook to the 2015 Series A General Receipts Refunding Bonds. Following are selected comments from the Standard & Poor's rating document:

- The University's general credit strengths, in our opinion, include its:
  - Steady enrollment and demand characteristics
  - Continued financial support from Kentucky
  - Adequate financial resources for the rating category at June 30, 2014
  - Above average, but manageable maximum annual debt service (MADS) burden of 6.2% of fiscal 2014 adjusted operating expenses
- Partially offsetting the preceding credit strengths is our view of the university's:
  - Consecutive years of operating deficits on a full-accrual basis with expectations for similar results in fiscal 2015
  - Operation in a continued constrained state budget and appropriation environment
- The negative outlook reflects our expectation that during the two-year outlook period, WKU will likely maintain stable enrollment, retain operating and capital funding support from Kentucky, maintain or improve financial resource ratios, and return to balanced financial operations on a full-accrual basis.
- The rating could be lowered during the two-year outlook period if the university's financial operations do not improve significantly on a full-accrual basis in fiscal 2016 or if financial resource ratios do not improve. Conversely, a return to stable outlook is possible if the university returns to operating surpluses on a full-accrual basis while maintaining or improving its financial resource ratios relative to peer institutions.



Moody's Investors Service, Inc. assigned an "Aa3" enhanced rating with a stable outlook and an "A2" underlying rating with a stable outlook to the 2015 Series A General Receipts Refunding Bonds. Following are selected comments from the Moody's rating document:

- The outlook on the enhanced rating remains stable based on the Commonwealth's current stable outlook. The outlook on the underlying rating is revised to stable from negative.
- The downgrade reflects the University's trend of declining operating performance, which accelerated in fiscal 2015. Moody's stated, we expect WKU will be challenged to maintain stable operating results with softening enrollment, flat state appropriations, and rising expenditures. The downgrade also incorporates the University's large fixed cost burden, with relatively high debt compared to resources and a large defined benefit pension liability.
- The rating positively incorporates the University's market position as a provider of comprehensive undergraduate and graduate education to a diverse population in western Kentucky, including a robust online program.

Each rating reflects only the views of the respective rating agency and may include consideration of the debt of associated foundations. More information on the ratings categories by rating agency follows this agenda item.

#### Summary of Refunding

WKU General Receipts Refunding Bonds, 2015 Series A were sold on September 22, 2015 in the principal amount of \$5,960,000. The purchaser was Wells Fargo Bank, N.A., with an average true interest cost (TIC) of 2.29% per annum. The total net present value savings on this bond refunding is \$328,484, while the annual budgetary savings is an average of approximately \$31,000 per year through final maturity in 2027. The net present value savings as a percentage of refunded principal is 5.56%. The bond sale was completed on October 13, 2015.

## **Standard & Poor's - Long-term issuer credit ratings**

AAA: An obligor rated 'AAA' has extremely strong capacity to meet its financial commitments. 'AAA' is the highest issuer credit rating assigned by Standard & Poor's.

AA: An obligor rated 'AA' has very strong capacity to meet its financial commitments. It differs from the highest-rated obligors only to a small degree.

A: An obligor rated 'A' has strong capacity to meet its financial commitments but is somewhat more susceptible to the adverse effects of changes in circumstances and economic conditions than obligors in higher-rated categories.

BBB: An obligor rated 'BBB' has adequate capacity to meet its financial commitments. However, adverse economic conditions or changing circumstances are more likely to lead to a weakened capacity of the obligor to meet its financial commitments.

BB, B, CCC, and CC: Obligor rated 'BB', 'B', 'CCC', and 'CC' are regarded as having significant speculative characteristics. 'BB' indicates the least degree of speculation and 'CC' the highest. While such obligors will likely have some quality and protective characteristics, these may be outweighed by large uncertainties or major exposures to adverse conditions.

BB: An obligor rated 'BB' is less vulnerable in the near term than other lower-rated obligors. However, it faces major ongoing uncertainties and exposure to adverse business, financial, or economic conditions, which could lead to the obligor's inadequate capacity to meet its financial commitments.

B: An obligor rated 'B' is more vulnerable than the obligors rated 'BB', but the obligor currently has the capacity to meet its financial commitments. Adverse business, financial, or economic conditions will likely impair the obligor's capacity or willingness to meet its financial commitments.

CCC: An obligor rated 'CCC' is currently vulnerable, and is dependent upon favorable business, financial, and economic conditions to meet its financial commitments.

CC: An obligor rated 'CC' is currently highly vulnerable.

## **Moody's Long-Term Obligation Ratings**

Moody's long-term obligation ratings are opinions of the relative credit risk of fixed-income obligations with an original maturity of one year or more. They address the possibility that a financial obligation will not be honored as promised. Such ratings use Moody's Global Scale and reflect both the likelihood of default and any financial loss suffered in the event of default.

### **Aaa**

Obligations rated Aaa are judged to be of the highest quality, with minimal credit risk.

### **Aa**

Obligations rated Aa are judged to be of high quality and are subject to very low credit risk.

### **A**

Obligations rated A are considered upper-medium grade and are subject to low credit risk.

### **Baa**

Obligations rated Baa are subject to moderate credit risk. They are considered medium grade and as such may possess certain speculative characteristics.

### **Ba**

Obligations rated Ba are judged to have speculative elements and are subject to substantial credit risk.

### **B**

Obligations rated B are considered speculative and are subject to high credit risk.

### **Caa**

Obligations rated Caa are judged to be of poor standing and are subject to very high credit risk.

### **Ca**

Obligations rated Ca are highly speculative and are likely in, or very near, default, with some prospect of recovery of principal and interest.

### **C**

Obligations rated C are the lowest rated class of bonds and are typically in default, with little prospect for recovery of principal or interest.

***Note:** Moody's appends numerical modifiers 1, 2, and 3 to each generic rating classification from Aa through Caa. The modifier 1 indicates that the obligation ranks in the higher end of its generic rating category; the modifier 2 indicates a mid-range ranking; and the modifier 3 indicates a ranking in the lower end of that generic rating category.*

**MINUTES  
OF THE BOARD OF REGENTS  
WESTERN KENTUCKY UNIVERSITY**

**October 23, 2015**

• **CALL TO ORDER**

Required statutory notice having been given, the fourth quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western Kentucky University campus. The meeting was called to order by Chair, Mr. Frederick A. Higdon, at approximately 8:00 a.m., (CT).

• **ROLL CALL**

The following Regents were present, representing a quorum of the Board:

Mr. Frederick A. Higdon, Chair	Mr. J. David Porter
Dr. Melissa B. Dennison, Vice Chair	Mr. John W. Ridley
Dr. Phillip W. Bale	Mr. Jay Todd Richey, Student Regent
Dr. Barbara G. Burch, Faculty Regent	Dr. Tamela W. Smith, Staff Regent
Ms. Cynthia Harris, Secretary	Mr. Laurence J. Zielke
Mr. Gillard B. Johnson III	

Others in attendance included the following:

Dr. Gary A. Ransdell, President  
Mr. Marc Archambault, Vice President for Development and Alumni Relations  
Mr. Howard Bailey, Vice President for Student Affairs  
Dr. Randy Capps, Parliamentarian  
Mr. Gordon Johnson, Chief Information Technology Officer  
Ms. Julia McDonald, Assistant to the President for Board & Executive Relations  
Ms. Ann Mead, Senior Vice President for Finance & Administration  
Dr. Brian Meredith, Chief Enrollment and Graduation Officer  
Dr. Richard C. Miller, Vice Provost and Chief Diversity Officer  
Mr. Bryan Russell, Chief Facilities Officer  
Mr. Todd Stewart, Director of Athletics  
Ms. Robbin Taylor, Vice President for Public Affairs  
Ms. Deborah T. Wilkins, General Counsel

**In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting to members of the Board.**



- **APPROVAL OF MINUTES**

The minutes of the following meetings were presented for adoption

- Third Quarterly Meeting – July 24, 2015

**MOTION**

Motion to approve the minutes of the Third Quarterly Meeting held on July 24, 2015, was made by Regent Larry Zielke and seconded by Regent Phillip Bale.

**VOTE / ACTION TAKEN**

☒Approved   ☐Not Approved   ☐Other \_\_\_\_\_

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*Page numbers reflect where the items are located in the meeting agenda book.*

**CONSENT AGENDA STATEMENT:**

*Chair Higdon announced that the Committees of the Board met on September 25, 2015, and discussed each item on their respective agendas and approved submitting the agenda items to the full Board for action.*

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**ACADEMIC AFFAIRS COMMITTEE – ACTION ITEM**

Regent Phillip Bale stated that AA-1 and AA-2 were discussed in detail at the September 25 committee meeting. If there are no objections, we will proceed to vote. There were no objections.

AA-1 Approval of Department of Physical Therapy [p 1]

AA-2 Approval of Emeriti Appointments [p 2]

**MOTION**

Motion to approve items AA-1 and AA-2 was made by Regent Larry Zielke and seconded by Regent Tamela Smith.

**VOTE / ACTION TAKEN**

☒Approved   ☐Not Approved   ☐Other \_\_\_\_\_

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**EXECUTIVE COMMITTEE – ACTION ITEMS**

Chair Higdon stated that EX-1 was discussed at the September 25 committee meeting. If there are no objections, we will proceed to vote. There were no objections.

EX-1 Approval of Designated Rooms / Areas [pp 1-2]

### MOTION

Motion to approve item EX-1 was made by Regent Larry Zielke and seconded by Regent Gil Johnson.

### VOTE / ACTION TAKEN

☒Approved   ☐Not Approved   ☐Other \_\_\_\_\_

### **EXECUTIVE COMMITTEE – INFORMATION ITEM**

- Dr. Brian Meredith presented the Board with information regarding retention at WKU.
- 

### **FINANCE AND BUDGET COMMITTEE – ACTION ITEMS**

Regent Gil Johnson stated that item FB-1 was discussed at the September 25 committee meeting. If there are no objections, we will proceed to vote. There were no objections.

FB-1 Approval of Personnel Actions [p 1 and attached reports]

- Faculty [pp F1-F20]
- Staff [pp S1-S15]

### MOTION

Motion to approve item FB-1 was made by Regent Laurence Zielke and seconded by Vice Chair Melissa Dennison.

### VOTE / ACTION TAKEN

☒Approved   ☐Not Approved   ☐Other \_\_\_\_\_

### **FINANCE AND BUDGET COMMITTEE – INFORMATION ITEM**

- Ms. Ann Mead reported information to the Board regarding the General Receipts Refunding Bonds, 2015 Series A.
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### **OTHER BUSINESS / ANNOUNCEMENTS**

Chair Higdon requested that President Ransdell arrange for a presentation on faculty and staff hiring practices and obligations to be presented to the Board at the December 11 Committee meetings.

Chair Higdon requested Regents to make note of the calendar dates listed below:

- Homecoming – November 7
  - Committee Meetings – December 11 at 1:00 p.m.
  - Commencement – December 12 at 9:30 a.m. / 2:00 p.m. (*Diddle Arena*)
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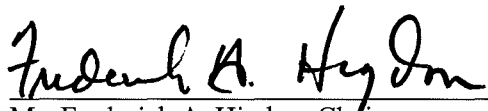
## ADJOURNMENT

With no further business, Chair Higdon adjourned the meeting at approximately 9:30 a.m. (CT).

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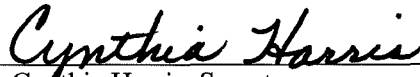
## CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the fourth quarterly meeting held October 23, 2015, in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).



Mr. Frederick A. Higdon, Chair  
WKU Board of Regents

Approved on January 29, 2016



Ms. Cynthia Harris, Secretary  
WKU Board of Regents

Approved on January 29, 2016